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JANUARY 1973

THE LABOUR GAZETTE



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In a free society worthy of its name, unions must be free to bargain collectively. In an economy governed by the principles of competition, they can bargain effectively only if they are free to withdraw their labour to back up their demands. They would otherwise be completely at the employers' mercy. More restrictions . . . would only incite more bitter industrial warfare. See: *Strikes are an Integral Part of Our Free Enterprise Adversary System*, by Ed Finn.



THE LABOUR GAZETTE

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**Labour
Canada**

**Travail
Canada**

THE NEW MINISTER OF LABOUR

NEW YEAR'S MESSAGE

As the new Minister of Labour heading into a new year, I look forward to acquainting myself fully with those people, factors and problems that distinguish my portfolio. I know it is a job that I will relish, containing as it does a responsibility to people—and the challenge of forging the most effective and equitable relationship between labour, management and government.

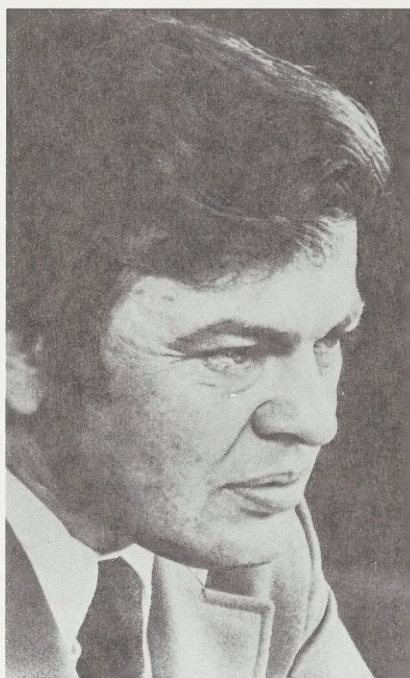
In this respect I believe that I am the beneficiary of my predecessors' efforts, and of their progressive relationships within the industrial relations scene.

I am confident that with continued good will, and effort on all sides, there can be further worthwhile improvements in the future. I am keen to put this confidence to the test.

To all of you, and to your families, my sincere best wishes for 1973.



John Munro.



John Munro

John Carr Munro was born in Hamilton, Ontario, on March 16, 1931, the son of John Anderson Munro, QC, and Katherine Alexander Carr. He attended Central Public School and Westdale Composite School in Hamilton, then studied at the University of Western Ontario, where he received a Bachelor of Arts Degree in 1952. He next moved to studies at Osgoode Hall in Toronto.

Munro took an interest also in Hamilton civic politics and was elected to city council in 1955. He served as a member of the works and recreation committees and became chairman of the traffic committee. The Hamilton industrial

park project was introduced by Munro, as was the action to acquire a section of Van Wagner Beach to be developed as a playground and recreational park.

In 1962, Munro was elected to the House of Commons as the representative for Hamilton East, gaining subsequent re-election in 1963, 1965, 1968, and 1972. During those years, he served at various times as parliamentary secretary to the Ministers of Citizenship and Immigration, National Health and Welfare, Trade and Commerce and Manpower and Immigration.

On April 20, 1968, he was appointed Minister without portfolio, but after the 1968 election he became Minister of National Health and Welfare on June 28, 1968. He occupied that portfolio until last December 4, when he became Minister of Labour.

Munro has been married since 1956 to Marguerite Harriet Clay of Sault Ste. Marie, Ontario. They have two daughters, Susan and Ann.

NEWS BRIEFS

■ Industrial accidents resulted in the loss of 17.75 million man-days of labour in 1969—more than twice the loss attributed to strikes and lockouts. A new publication of the Canada Department of Labour—**Safety Perspective Sécurité**—is designed to provide employers with information on accident prevention to help reduce this loss of man-days, which must reflect adversely on production and, therefore, on the cost of the finished product.

Conceived and produced by the Accident Prevention Division of the Accident Prevention and Compensation Branch, this bilingual magazine aims at increasing the awareness of industrial hazards. It supplies information on regulations pursuant to Part IV of the Canada Labour Code (Safety of Employees) and on aspects of Treasury Board's safety policy, the medium through which safety standards, in keeping with those of the private sector, are implemented within the Public Service of Canada.

Although there are numerous private magazines on safety, it was decided that there was a need for an information publication oriented to the problems encountered in both the private and pub-

lic sectors of businesses and undertakings within federal jurisdiction. Regular features in the magazine will include items on causes of accidents, technological facts that might help prevent accidents, reviews of current safety literature, and information on safety legislation.

Volume I, Number 1 of the magazine was issued in September 1972, and issue Number 2 appeared in December. The publication is appearing as a quarterly, but it is hoped that it will eventually be printed every other month. Since the appearance of the first issue, response has been enthusiastic and many employers have requested extra copies for distribution to their supervisory staffs. Free subscriptions are available to employers on request from: Accident Prevention and Compensation Branch, Canada Department of Labour, 340 Laurier Avenue West, Ottawa, Ontario, K1A 0J3.

■ Observing a custom of the people of the Beauce region, and acting on a request by the Rev. Fernand Doyon, parishioners of Saint-Joseph-de-Beauce and other concerned citizens, rebuilt a fire-razed factory. In all, 22,500 hours of work were contributed by the employees of the Glendale Company and by some 1,000 persons from all walks of life, including Roland Michener, the Governor General, during a visit he paid to the work site. In Québec, in the old days, when the property of a neighbour was destroyed by fire, a call from the pulpit generally mobilized all the available people of good will in the village, the parish or the township and managed, in a few days, to provide accommodation for the fire victim and his family. Destroyed by fire on September 6 last, the Glendale

mobile home plant in the industrial part of the City of Saint-Joseph-de-Beauce, employing 238 persons, was rebuilt in 8 days of group work conducted in the traditional spirit of "benevolent work." The plant, which had suffered losses estimated at more than two million dollars, was rebuilt—and expanded by 17,000 square feet.

■ According to economist Jean Fourastié, quoted in the review of **la Chambre de Commerce Française au Canada**, "the machine at the turn of the 20th century required that the worker should serve it; it was automatic only for part of his work, and required the service of man either for feeding it or for performing any other phase of activity. The skilled labourer had to act as a complement to the incomplete machine and repeat the same motion over and over again.

"Today's machine is entirely automatic; the worker is only there to control it or repair it. He only intervenes to perform deliberate acts and motions. One could say that, far from dragging man into its own automatism, the modern machine assumes all the tasks that belong to the field of unconscious repetition, relieves man from such tasks, and leaves him only the activities proper to a living being who is intelligent and endowed with foresight.

"The more the machine improves, the more it is in a position to perform complex tasks; at the same time, it leaves man those which are more complex. **The improved machine will progressively relieve the worker from menial operations**, but will cease requiring from him what it will go on lacking—namely, activities furthest removed from pure mechanics. As progress continues, the worker will thus have to use the highest resources of his intellect."



Morris

Mainwaring

Jenks

Richar

■ **Canada has ratified International Labour Convention 100 concerning equal remuneration for men and women workers for work of equal value.**

The instrument of ratification was deposited in Geneva on November 23, 1972, by John Mainwaring, Director of the International Labour Affairs Branch of the Canada Department of Labour, who is Chairman of the Governing Body of the ILO for the year 1972-73.

The brief ceremony took place in the office of the Director-General of the ILO, Wilfred Jenks, in the presence of a number of Canadians including Joseph Morris, Executive Vice-President of the Canadian Labour Congress, who is also Worker Vice-Chairman of the Governing Body, and Keith Richan, Employer Deputy Member of the Governing Body. Also present was Mrs. E. Johnstone, a Canadian on the staff of the ILO who, as co-ordinator of the Women's Program has been actively involved with the Implementation of Convention 100.

The Convention, adopted by the ILO in 1951, provides for the promotion of the principle of equal remuneration for men and women workers for work of equal value and for ensuring application of the principle. The basic obligation of a ratifying country is to pursue policies aimed at achieving the objectives stated in the Convention.

At the federal level, the principle of equal pay for equal work was established in 1956 through enactment of the Female Employees Equal Pay Act (LG 1956, p. 1229). This was strengthened, in 1971, by amendments to the Canada Labour (Standards) Code (LG 1971, p. 590). Canada's ratification of Convention 100 follows extensive discussions with all provincial departments of labour. As for all ratified Conventions, Canada will have to report to the ILO, at regular intervals, on the measures taken to implement its provisions.

■ **Six provinces are scheduling increases in minimum hourly wages**, but British Columbia's new level will put hourly workers in that province in the national lead. B.C.'s New Democratic Government is increasing the rate to \$2 and then in stages to \$2.50 by June 1974.

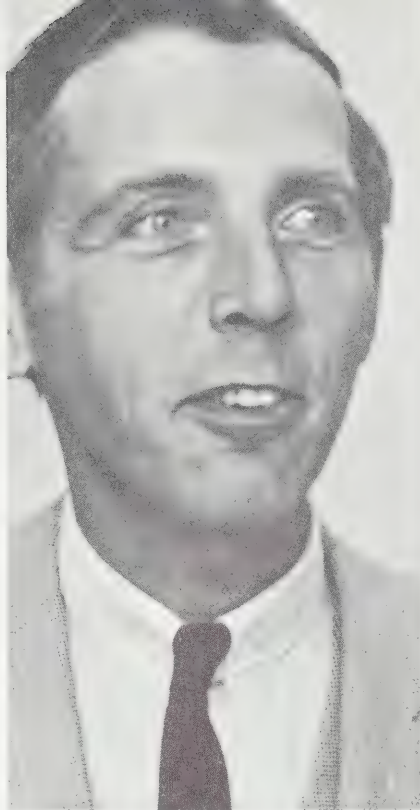
Ontario, Québec, Alberta, Nova Scotia and New Brunswick have increases scheduled for the near future. The current Ontario minimum is \$1.65. A proposed increase of \$1.80 is "completely inadequate," according to Ontario Federation of Labour President David Archer. "They say it will put many small companies out of business or they will move to another province. Most of the industries that will be affected are local in character; **they serve the community in which they are located and couldn't move if they wanted.**" The OFL is campaigning for a \$2.75 minimum in Ontario.

Prince Edward Island with the lowest rate in Canada, is the only province that differentiates between men and women, setting the minimum for men at \$1.25 an hour and for women at \$1.10. The minimum rate for both Manitoba and Saskatchewan is \$1.75 an hour; Alberta's will go to \$1.75 on January 1, 1973. On November 1, Québec increased its rate to \$1.65, and scheduled raises will bring the rate to \$2 by November 1974. In July 1973, Nova Scotia will increase its rate to \$1.65. In 1973, New Brunswick's rate will go to \$1.50. Newfoundland is now at \$1.40. In the Northwest Territories, the rate is \$1.50, and in the Yukon, \$1.75.

In most of the provinces, there are exemptions from the minimum rate, and in all provinces, employees under the age of 17 or 18 may legally receive lower salaries. In the federal jurisdiction the minimum for those under 17 is \$1.65, and employers are being granted exemptions for providing on-the-job training or employing handicapped workers.

In the past 15 years, minimum hourly wages across Canada have climbed sharply. In 1965, the federal minimum was \$1.25. Newfoundland's minimum, introduced in 1967, was 70 cents for men and 50 cents for women. In 1957, Manitoba's rates were 60 cents for men, 58 cents for urban women, and 54 cents for rural women.

■ Dr. Fraser Isbester, 40, Chairman of the Personnel and Industrial Relations Area at McMaster University, Hamilton, has been commissioned to write the official history of the Canada Department of Labour.



Fraser Isbester

The history will cover the years 1900-1975 and will be a social, economic and political record of the federal government's role in Canada's industrial relations system.

A leading authority on industrial relations in Canada, Isbester is the author of a number of published books, articles and reports on the subject, and he co-authored the "Man and His Work" series, a departmental publication aimed at high school students. He is taking a year's leave of absence from McMaster to complete the project.

A graduate of the Royal Military College of Canada, Isbester holds an Honours B.A. in history from Queen's University, an M.B.A. from the University of Western Ontario, an M.A. in history from Bishop's University, and a Ph.D. from Cornell University in the United States.

After four years service with the Canadian Army (1955-59), Isbester became a lecturer and assistant professor at the University of Sherbrooke until 1966, when he joined the Faculty of Business at McMaster as assistant professor of industrial relations.

■ The Canadian Labour Congress opposes introduction of any scheme that would shorten the workweek at the expense of longer workdays. In a brief to the Commission of Inquiry into the modified or compressed workweek, the Congress stressed that it is not so much concerned with the danger of seeing longer workdays imposed upon the organized workers it represents, who are quite capable of looking after their own interests, but rather with the thousands of unorganized workers across the country who are "prone to manipulation if the labour standards are relaxed."

The brief warned that lengthening the workday may lead to increased fatigue, which in turn would provoke carelessness and industrial accidents. Moreover, claims the CLC, it is a reversal of the historic trend toward shorter workdays, and a step that would "take Canada back into the 19th century."

The Congress accused proponents of the 4-day, 40-hour week of merely seeking higher productivity and higher profits at the expense of the employees. "The CLC has no quarrel with an increase in productivity, for it is this factor that produces the nation's wealth," the brief stated. "What we do question, however, is the distribution of this new wealth. The Congress is concerned that all people who work for a living should share in it."

50 YEARS AGO

■ "The closing of the old year and the beginning of the new is a fruitful time for thought, and, of all questions bearing intimately on the life of every Canadian, perhaps the most worthy of consideration at this time is the condition of our industrial world—the welfare of the worker—holding in its grasp, as it does, the progress and prosperity of the nation."

That message was taken from an article in the "Financial and Business Survey" of the **Toronto Globe** published on January 1, 1923, and contributed by James Murdock, the then Minister of Labour for Canada. The January 1923 issue of **The Labour Gazette** reprinted this "special article from the pen of the Minister of Labour." It continued, in part: "Behind us lay the march of labour's years merging from blind helplessness at first, from the toil for bread followed mechanically as on a treadmill, from the starvation of spirit

through dodging the famine line, to the banding together, to the usefulness of concerted action, to the voicing of desires, to the dare to be human, through an era of bitter conflict between master and man, until finally, born of necessity, of social development, of the spread of more humane ideas with the growth of a higher civilization, a broader spirit came into existence, whereby the employer looked beyond the measured hours of toil, beyond the brute load lifted, beyond the cog, to the human element in his employee, and economists and efficiency experts came to realize the tangible value of the worker's good will."

In December 1922, Albert Thomas, Director of the International Labour Office at Geneva, visited the United States and Canada and delivered addresses on matters pertaining to the ILO. On December 14, Thomas was the guest at a luncheon tendered him jointly by

the Canadian Club of Ottawa and the Ottawa Branch of the League of Nations Society of Canada. Thomas spoke in French as well as in English, and his address was quoted in the January 1923 **Gazette**, in part, as follows: "The chairman asked me for an explanation of our work in Geneva, and I will try to give you a short account of what we are doing and attempting to do. The International Labour Office, as you know, is a part of the League of Nations. We have certainly a great measure of autonomy, in that we have a special Governing Body and a special Conference; but the League of Nations is charged with a duty of voting our annual budget . . .

"Our Organization has, as you know, two aims. The first is to pass, at the annual conference, draft Conventions or Recommendations for the purpose of raising the level of the conditions of work and life for the wage earners of



Albert Thomas

the world. In our conference we have for each country four representatives—two for Government, one for employers, and one for workers. This year we had the pleasure of seeing at our conference Mr. Ernest Lapointe (Minister of Marine and Fisheries) and Mr. Murdock. That is for us a great ho-

nour, for it is a sign of the great interest which Canada has in our work that it should send two Ministers as its representatives.

"We had also from Canada, as representative of the employers this year, Mr. Coulter, of Toronto,

and last year Mr. Parsons, with a man who is sometimes rather severe toward the Office, but is always a very good friend to us, Mr. Blake Robertson. On the side of the workers we have had since the foundation of our conference Mr. Tom Moore, who is now sitting on the right of the Prime Minister of Canada—a fact that attests to us the great accord that exists between Government and workers in this country . . . "Our Organization has a second duty to accomplish. If we cannot immediately get the different countries to accept mutual obligations and to ratify our Conventions, it is still possible to create a new atmosphere of feeling, to suggest new ideas of reforms, to explain the initiatives and experiences of each country; and it is the second duty of our Organization to collect and distribute information concerning all labour matters and all social questions throughout the world. By so doing we hope to render good service to the life of each country.

"I come to Canada for the first time, as I said a while ago. I do not forget my character as an international official, and I find no difficulty in remembering it. You are here in a great country where our two races, after being in opposition to each other and fighting each other, have been reconciled for the common good of the State in which they found themselves; a country in which for scores of years, for hundreds of years, you have shown the possibility of creating between brothers of different races a living community, a community that does not forget that the *raison d'être* of any State is to work for the common good of all the citizens therein gathered . . ."

STRIKES ARE AN INTEGRAL PART OF OUR FREE ENTERPRISE ADVERSARY SYSTEM

BY ED FINN

"Workers complaints multiplied, and strikes grew more frequent—strikes among the miners, the quarrymen, the peasants, the boatmen, the tradesmen—even among the police."

Thus did historian W. W. Tarn describe the economic problems of Egypt in 230 B.C. **The first recorded strikes in history were conducted by workers on the Great Pyramids of Egypt**, thousands of years earlier, and references to strikes have been found on the papyri and tablets of Sumeria, Persia and other long-vanished civilizations.

The Roman Empire experienced strikes by copper-smiths, goldsmiths, shoemakers, potters, dyers and carpenters. In the industrial towns of France and Italy in the 13th and 14th centuries, the craft guilds struck repeatedly against the ruling merchant class. Textile workers at Rouen waged a prolonged strike in 1281.



Woolworkers in Florence went on strike in 1371. Strikes occurred in England as early as the 1300s, with a contemporary writer complaining that even priests had struck for higher pay.

In their monumental **Story of Civilization**, Will and Ariel Durant tell us that, in 1579, textile workers went on strike in Germany and that, throughout the 16th century in Europe, "strikes were numerous, but they were suppressed by a coalition of employers and governments." Major strikes took place also in the factories of Amsterdam in 1672, and in the silk-making plants of Lyons in 1774.

There has never, in fact, been a period in human history entirely free of strikes, or their equivalent, ever since some people were forced to work for others. The relationship between workers and their employers inevitably breeds resentment and conflict. **When their discontent rises to an intolerable level, workers will strike, regardless of the consequences**—regardless, too, of the kind of political and economic system in which they live.

Most of the strikes of bygone eras occurred under authoritarian regimes that prohibited strikes and ruthlessly suppressed them. Strikers were severely punished and their leaders hanged or beheaded. Not even such harsh deterrents, however, succeeded in stopping strikes altogether. They continued to erupt periodically down through the ages.

It is important, when looking at the furore over strikes in Canada today, to keep the issue in historical perspective, and to realize that **there is nothing new or unique about work stoppages. They are not peculiar to modern times; nor are they confined to Canada.** Most other industrialized nations are also afflicted by strikes—some, such as Italy and France, to a much worse extent than Canada.

Although strikes are so prevalent and have such a long history, they remain an enigma to most Canadians. It is safe to say that **the strike is by far the most misunderstood of all human activities.** The depth of public ignorance on this question has been revealed

in numerous polls and surveys in which majority opinion favoured a ban on strikes in essential services, and the imposition of compulsory arbitration. One survey, conducted by **The Canadian** magazine, recorded 77 per cent in favour of banning all strikes.

Anyone with the faintest knowledge of labour relations knows that **strikes can't be prevented by making them illegal**, and that **compulsory arbitration as a strike substitute is completely unworkable.** People who cling to these myths obviously have no idea of what a strike actually is. They remain oblivious to the social, economic and psychological causes of discontent in the workplace, of which the strike is the culmination.

Many people, for example, do not realize that **industrial conflict is inevitable in the private enterprise economy.** Conflict is built into a system in which labour and management are primarily engaged in sharing between them the available income and power. The more one gets and keeps, the less remains for the other.

Even if both sides acted rationally and with good will, conflict—and hence strikes—would still be inherent in their relationship for at least four reasons: (1) Wages can never go as high as employees want, nor profits as high as owners and managers seek; yet the money available for distribution between them is always limited. Given the survival of both parties, they must share it in some fashion—and neither will ever be entirely happy with its allocation. (2) Someone manages and someone is managed. This entails a permanent conflict of interest that may be made bearable, but that can never be entirely eliminated.

(3) Even if a mutually satisfactory distribution of income could be devised at any given time, circumstances would soon change. Industrial societies are

dynamic. New laws, rising prices, shifting patterns of consumer needs, devaluation of the currency—these and other changing factors would soon force the parties to seek a new balance of power and income. (4) **Conflict is essential to the survival of management and labour as institutions.** A union that was in constant and complete agreement with management would cease to be a union. It would destroy itself; and the same is true for management.

Whether they like it or not, managers answerable to owners or boards of directors, and union leaders pressured by a militant membership don't have the latitude they require to develop more harmonious interrelations. Like two gladiators, they are shoved out into the industrial arena to fight each other to the death. When they seriously seek less bellicose solutions to their problems, they are accused of "going soft" and replaced by warriors who are fully committed to the adversary system.

It is fashionable these days to deplore the adversary system and condemn it as barbaric and uncivilized. This criticism misses the point. **It is our entire economic structure that is barbaric, producing as it does a distribution of income determined by power and rank rather than by need.** In such an economic system, it is fatuous to demand that the labour relations component be a model of peace and good will. It cannot be, for the simple reason that strikes and other forms of industrial conflict are built into the system. They are normal features of industrial life.

Within the context of a jungle-law society, strikes are not the unmitigated evil they are painted. Granted, they sometimes do inflict grievous injury on the contending parties, and on third parties; but **the costs of strikes are greatly exaggerated, amounting on the average to a loss of only one half man-day a year for each employee.**

Against the costs of strikes must be reckoned the gains, for industrial conflict does have a positive role that most critics of strikes overlook. Clark Kerr, Pro-

fessor of Industrial Relations at the University of California, outlined that role in an article in the **American Journal of Sociology**:

"First, out of conflict or its latent possibility comes the resolution of many disputes. The strike and the lockout, and the threat of these actions, are means of inducing agreement. In the last 15 minutes of big controversies, **it is the right to strike or the threat of a strike that is the instrument with which the controversy is settled.** It is always present at the conference table . . . **Collective bargaining is the more effective because of the more violent alternatives at hand.** In the absence of aggressive conflict or its potentiality controversies would be much longer drawn out for there would be no decisive terminal point; and the absence of a settlement can be costly, too, in increased irritability and tension between the parties.

"Second, **conflict reduces tension.** In modern industrial society, the sources of unrest and hostility are enormous. The strike provides an outlet for them when they are so severe as to require forceful ex-



ression . . . The chance to rebel on occasion establishes the independence of the group and of the individual, makes acceptance of the surrounding social system easier, and therefore can make a net addition to satisfaction and to production.

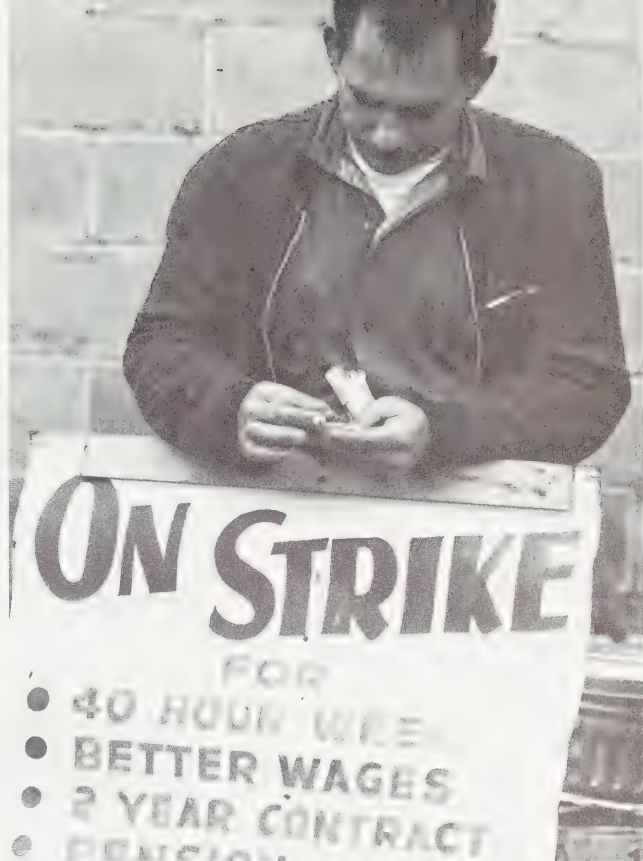
Third, **out of the conflict of management and union, the worker is better served.** As the two parties compete for his loyalty, his interests are advanced. Further, this conflict protects him from domination. In its absence, one or the other organization might become too powerful for him to retain a minimum of personal liberty. Management and union check and balance each other."

He was not advancing the notion of violence for the sake of violence, nor was he implying that unlimited antagonism is desirable. He was, rather, arguing for the golden mean, for **some reasonable mixture of conflict and co-operation between the extremes of anarchy and collaboration.**

His views are generally shared by most serious students of labour relations, and by the foremost experts in the field. Prof. H. D. Woods of McGill University, ex-chairman of the federal Task Force on Labour Relations (LG 1969, p. 269) has stated bluntly that "the only real deterrent to a strike is the threat of a strike."

This was one of the central themes of the task force report: **"Collective bargaining is designed to resolve conflict through conflict . . .** Although this system may seem costly, it may well be more healthy and less expensive in resolving labour-management disputes than any other method."

That is an opinion obviously not shared by many Canadians, convinced by alarmist press coverage that strikes ought to be outlawed and workers' wages arbitrarily established. Fortunately, even the most opportunistic politicians are not foolish enough to try to implement such a simplistic "solution." They know, if most of the public does not, that the result would be industrial chaos instead of peace. Not only would wildcat strikes multiply, but frustrated workers would resort to other, even more damaging forms of protest—absenteeism, malingering, the slowdown, the work to rule—even sabotage. Would those who favour a ban on strikes really want to encourage these alternatives?



It is apparent that the public dislike of strikes is closely linked with a growing hostility toward labour unions. Indeed, **it seems to be a widely held belief that the calling of strikes is a union's primary, if not only, function;** and that, in some mysterious way, strikes benefit a union. This distorted concept of a typical union was dramatized in a CBC television play called "Strike," aired last September. It portrayed the union as a Mafia-type agency, led by unprincipled gangsters who somehow (in what way was not made clear) profited from keeping workers on strike even when it meant destroying the company.

One character in the play, a striker who wanted to accept the company's last offer, compared his role with that of the union representative: "My job is to work in the factory, to make enough to feed my family. His job is to keep me from working." This is the



precise opposite of the average strike situation. It is usually the union official who favours accepting what he considers a reasonable settlement, and the rank-and-file members who want to keep the strike going.

A little sober reflection will show that **a union has nothing to gain from inciting or prolonging strikes.** When its members are working and paying their dues, the union is sound financially, and relatively free of administrative problems. But when its members are on strike, the union has to give them strike pay instead of collecting dues from them, and it has all the worries and responsibilities of directing the strike as well.

No union, to my knowledge, is ever eager to stage a strike. In fact, **most unions measure their success in any one year by the extent to which they have kept strikes to a minimum.** When they call a strike, it is only as a last resort, after they have been backed into a corner by an unreasonable employer and left with no alternative.

Unions, in fact, prevent many more strikes than they precipitate. John Kenneth Galbraith calls modern unions "managers of discontent," in the sense that they provide a vehicle for processing workers' grievances. "The rules that regulate pay, seniority, other benefits, and conditions of promotion are voluminous," Galbraith points out. "Any unilateral appli-

cation of such rules by management, however meticulous, would seem arbitrary or unjust. **By helping to frame the rules, and by participating in their administration through the grievance machinery, the union serves invaluable to mitigate the feeling that such systems are unjust.** It is a measure of the importance of this union function that, where a union does not exist, good management practice calls for the development of some substitute."

So effective are unions in defusing workers' frustrations short of strike action that they have been accused by some left-wing critics of acting against their members' best wishes.

"The function of unionism," writes Jeremy Brecher in his recent book, **Strike!**, "is to set the terms on which workers will submit to the managers' authority. This function can be carried out only if the workers do in fact submit . . . Once employers accept a contract, the existence of the union and the job of its officials depend on its enforcing the contract—that is, preventing strikes."

A more balanced assessment of the modern union's role as an industrial peacemaker is provided by J. Raymond Walsh, Professor of Economics at Harvard: "The records demonstrate that **most unions make every effort to settle disputes without recourse to the strike.** Many unions guard against hasty strike judgments by taking from their locals all authority in such matters, and concentrating it in the hands of national officers. Frequently such officers, removed from the heat of the dispute (and the miseries that engender it, we might add), are much more likely to be reasonable and willing to compromise than are the local officials or an irritated rank and file . . . Union leaders, far from fomenting trouble, spend most of their time settling disputes before the strike stage is reached."

The fact that **only about 5 per cent of labour disputes lead to strikes** should be sufficient proof of Prof. Walsh's statement. **But the public and the press**, obsessed with the comparatively few strikes that do break out, **are not satisfied with a 95 per cent batting average. They demand nothing short of perfection in labour relations**—and, in their insistence on curbing strikes, may well end up with much more labour trouble than they now have.

Most employers are not so blind. They know a good thing when they see it. An article in a recent issue of **Business Week** magazine pointed out that "workers, like employers, respond to economic realities. The union is the instrument through which they express their discontent and try to remedy it. If the instrument is faulty, they seize another—and it is seldom as orderly as collective bargaining."

The article went on to compare North American unions with those in Europe, which, on the whole, are much weaker at the bargaining table. Does this weakness help the employers in Europe? On the contrary, it touches off wildcat—and even general—strikes that are much more disruptive than the walk-outs that occur on this side of the Atlantic.

"In Western Europe," the **Business Week** article explained, "wages have lagged behind both the general level of prosperity and the cost of living. Most European unions—short on members, short on money, long on politics—were unable to win economic gains quickly, or to exert discipline when frustration boiled over. So shop-floor activists grabbed the reins. When their wildcat strikes paid off, chaos ensued in companies, industries and regions."

"**Wildcats are rare in the U.S. and Canada because unions with vested interests in their contracts do not lightly violate them, and members, confident that their union will protect them, do not lightly defy it.** Certainly the employer here pays for the labour stability made possible by strong unions. He gives up some authority, in addition to wage increases, which European employers are also giving—under pressures more violent than those of the bargaining table."

Outbreaks of violence in industrial disputes in Canada are not nearly as frequent as they may seem to the uninformed observer. Those that occur are invari-

ably associated with the hiring of strikebreakers by management. Firms that resort to this practice are usually small, and employ non-skilled or semi-skilled workers who are easily replaceable.

The hiring of strikebreakers is an incitement to violence. It is asking too much of employees who are ordinarily peaceable citizens that they stand by unconcernedly while their jobs are usurped. There may even be some sort of instinctive "territorial imperative" that is triggered in striking workers when their picket lines are violated. **When the strikebreaking is done by a professional firm** such as Canadian Driver Pool Ltd., which supplies guards and trained dogs to escort strikers' replacements into the struck plant, **violent confrontation becomes unavoidable.**

Organized labour has long urged that the hiring of replacements for striking workers be prohibited by law. This would bring each dispute down to a straight endurance contest between employer and union, which is what a strike is supposed to be.

Canadian governments so far have rejected labour's requests that strikebreaking be outlawed. Their reasoning seems to be that, because striking workers are free to find jobs elsewhere, the employer should be free to maintain production any way he can. In practice, however, few workers seek alternative jobs

while on strike, unless the strike drags on for so long that it becomes a lost cause. In any event, the unions would probably accept a law banning both strikebreaking and the taking of temporary employment by strikers.

The role of management in provoking strike violence is usually not apparent to the average citizen. He reads of an altercation between strikers and non-strikers and automatically blames the union, without stopping to reflect that it was the employer's attempt to break the strike that led to violence.

In a report on strike-breaking services, the U.S. Senate Committee on Education and Labour concluded that **"the almost inevitable effect of employing outsiders in an industrial dispute is to produce resentment, bitterness, violence, and bloodshed.** Nor is this surprising. The objective for which such persons are hired is to weaken or destroy the organizations that workmen have built up for their own protection."

Occasionally, employers will even plant agents within a union to foment trouble. Joel Seidman, Professor of Industrial Relations at the University of Chicago, points out that "unions are not always responsible for the violence to strikebreakers or the property of employers that is committed during strikes. In some instances it may be an agent of the employer, operating within the union, who urges violence at the order of the employer, who hopes thereby that public opinion will turn against the union or that he may the more easily obtain a court injunction..."

The U.S. Senate Committee referred also to employers' use of "persons disguised as strikers or strike sympathizers... While their ostensible function is to act as word-of-mouth propagandists against the strike, they are often found in the ranks of the strikers, urging or committing acts of violence."

In fairness, it should be stated that relatively few employers in Canada resort to such flagrant strike-breaking tactics. They don't have to. In most cases, **if they decide to break a strike, they can do so quite legally by obtaining court injunctions to limit picketing** and by relying on local police to act as escorts for strikebreakers—a role that most police forces readily accept.



It is important to keep in mind, in examining the phenomenon of the strike, that unions rarely take the initiative. It is management, after all, that controls the means of production, provides the workplace, establishes the work rules, and appoints the supervisory personnel for enforcing those rules. Unions can only react to these managerial prerogatives. **It is the labour relations policy of an employer that determines the workers' morale, shapes their bargaining objectives, and ultimately decides whether they will go on strike.**

Most employers still operate on what sociologist Douglas McGregor calls "Theory X"—the view that workers are inherently lazy, that they must be pressured into working, and closely supervised—and that

they prefer it that way because it enables them to avoid responsibility. "So long as the assumptions of Theory X continue to influence managerial strategy," says McGregor, "we will fail to discover, let alone utilize, the potentialities of the average working man." He might have added that, **without a change in this prevalent management thinking, the trend will be toward more rather than fewer strikes."**

Managers who regard workers as necessary evils will always be plagued by low morale, production problems, and by both legal and illegal walkouts. These are the managers who take a fiendish delight in not only thwarting union demands in negotiations, but also battling over the interpretation of contract clauses between negotiations. They look for ambi-



guities or loopholes in the wording of collective agreements, and exploit them relentlessly. They fight every union grievance through every stage of the grievance procedure, up to and including arbitration.

Managers of this type—and they abound in government agencies as well as in the private sector—**keep workers in a permanent state of resentment, and store up trouble for themselves when the next round of bargaining arrives.** By that time, the employees are so incensed by the accumulation of slights and grievances that they are determined to make the company “pay” for them. So they force exorbitant demands upon their union negotiators—demands they know will inevitably lead to a strike, because by then a strike is the only adequate outlet for their pent-up rage and frustration.

“The root cause of worker discontent,” says Larry Sefton, Director of District 6 of the Steelworkers, **“is management rigidity, unduly tight plant discipline, and the accumulation of grievances touching on human relations that collective agreements do not cover.”** Many workers find temporary outlets for their frustration. Absenteeism is the most common escape. In recent years, some companies report doubled absentee rates, tripled on Fridays and Mondays. Alcoholism has also increased. Reports are being heard of growing drug abuse by workers. Outright sabotage is still rare. More typical is the kind of boredom and negligence that results in defective workmanship. Workers don’t take pride in performing tasks they find oppressive and demeaning.

The strike nevertheless remains their most potent weapon for hitting back at an employer they detest. In Canada, however—unlike Britain, the U.S. and other countries—workers cannot legally strike during the contract period; and **it may be that this ban on mid-term strikes does more harm than good.** John Fryer, General Secretary of the B.C. Government Employees’ Union, believes this is the case. “It permits employers to ride roughshod over their workers,” he argues, “without fear of retaliatory legal walkouts. Thus a great deal of anger and frustration builds up among the workers, so that, when they get into a legal position to strike, they are more disposed to do so, and to remain on strike for a longer time.”

According to Fryer, this explains why strikes in Canada tend to be of longer duration than those in other countries: **“Prohibiting strikes during their contract period may limit the total number of strikes in Canada, all right, but it increases the number of man-days lost owing to strikes.** In contrast, most strikes in Britain and elsewhere are typically sharp, short and to the point, and the result is less overall lost production.” The statistics bear out Fryer’s thesis. **In the number of strikes per year, Canada ranks among the lowest of the industrial nations; but in the number of man-days lost, it ranks among the highest.** This is primarily because employee rancor that is suppressed for the two or three years of a contract requires a longer time to release.

The inability of the industrial grievance procedure to deal with such intangibles as self-fulfilment, human dignity and job satisfaction is a major source of the kind of worker discontent that eventually finds an outlet in strike action. Yet **most employers remain oblivious to the sociological ferment now taking place in their plants and offices.** They continue to call for more restrictive legislation as a means of restoring labour peace, failing to see that **strikes are only a manifestation of the mounting rebellion against outdated and objectionable work practices.**

Kerr claims that, to some extent, workers’ aspirations have been raised by management itself: “In a sense, businessmen bring labour militance on themselves by advertising their products and raising their prices. They constantly raise the level of expectations of their own workers.” Employers who thus stimulate their workers’ appetites and then withhold the means of satisfying them are creating the conditions that lead to labour strife. This applies to psychological as well as material needs.

Has modern technology become an end in itself, rather than a means to a better life? If not, why has it been organized for mass production at the expense of the employees’ comfort, dignity and sense of fulfilment? These are the questions to which our corporate vice-presidents should be applying their high-priced talents, instead of flooding governments with letters and briefs demanding more anti-strike laws. **Anyone who takes the trouble to talk with workers about their problems is convinced they stem largely from the dehumanized nature of their jobs.** Com-



pany officials, however, seem to be too busy making speeches about "union greed" and "government laxity" to consider the possibility that they themselves might be at least partly to blame.

The **Financial Times**, in a recent editorial about the growing hostility of workers toward their employers, wondered why **so many businessmen seem indifferent**. "The only final answer (to labour troubles)," said the **Times**, "is better management. That means more

consistent concern and more sympathetic understanding. **It means, ultimately, treating employees not as adversaries but as partners in the enterprise.**"

Even if employers can't quite transform their operations to that extent, they certainly could act promptly to improve and speed up their grievance procedures. Although the grievance machinery can't be expected to handle psychological problems, it can and should resolve disputes over the application and



interpretation of contract clauses. Unfortunately, in all too many establishments, the processing of grievances has become bogged down in delays and red tape. It is not uncommon in some industries for an employee's complaint to be ignored for a year or longer before finally being settled.

The most alarming development in recent years has been the intrusion of the courts into the grievance procedure. Many employers—including governments—have begun to challenge the decisions of arbitration boards in courts that, in several cases, have upheld the appeals. As a result, unions have been compelled to have agreements written by lawyers in a jargon their members can't understand. **"Contracts keep getting longer and more complicated every time they're renewed,"** says Murray Cotterill, former public relations director of the Steelworkers. "Despite seminars for shop stewards and foremen, most men on the floor take one look at all the legalese and put in a panic call to their respective experts."

Cotterill and other union officials claim that **the injection of the judiciary into the grievance system, on top of all the other defects it has displayed, is causing it to break down.** More than that, it has disillusioned workers in the efficacy and justice of the system, creating an upsurge of rank-and-file belligerence.

"The individual employee's problems don't go away just because they get lost somewhere in the red tape," says Cotterill. "Tension builds up and erupts at the next set of negotiations. **Strike action becomes an act of revenge—not a simple verdict on the company's latest wage offer.**" (In the prolonged DeHavilland strike in Toronto in 1972, for example, one of the chief causes of the dispute—and one of the barriers to an earlier settlement—was the accumulation of some 150 unresolved grievances during the previous contract period.)

Most strikes, of course, still relate, at least nominally, to the union's quest for higher wages. That is their basic function—one that has been assigned to them by the private enterprise system. **"No blame can be levelled at the unions for seeking wage gains,"** says Bernard Hollowood, of the London School of Economics. **"They operate, as we all do, within the system; and the system decrees that the various agents of production shall compete to the limits of their bargaining power to exact for themselves as large a fraction of the national income as possible."**

in a free society worthy of its name, unions must be free to bargain collectively. In an economy governed by the principles of competition, **they can bargain effectively only if they are free to withdraw their labour to back up their demands.** They would otherwise be completely at the employers' mercy. More restrictions on the right to strike—in the absence of an equitable distribution of the nation's wealth—would only incite more bitter industrial warfare.

It may well be, as Elliott Jacques gloomily predicts, that **the private enterprise system will tear itself apart if a more rational allocation of income is not soon devised.** Jacques is a specialist in wage and salary determination at Brunel University in London. He warns that, as disputes over pay scales get progressively worse, they will shake the very foundations of industrial society. He bases his gloomy forecast on the spread of unionism and power bargaining to professionals, public service employees, teachers, and other groups hitherto outside the organized labour fold. In his view, their rising militancy is a response to the distortion of the "differential pay pattern" by more powerful labour organizations.

As Jacques sees it, **the chief cause of rising wage demands is** not so much a dissatisfaction with pay levels, per se, but rather **an insistence by each group that it preserve its place in the income pecking order.** "When the various employee groups see another group below them catching up or surpassing their pay levels, they go all out to reopen the gap." This sort of leapfrogging or "one-upmanship" has upset the income equilibrium in most industrialized nations. Jacques refers to it as "a disintegrating situation," and says that **a breakdown can be averted only by a more rational and equitable distribution of the national income.** All the unions and employee groups should sit down with top government and business leaders, ascertain how big the income "pie" is going to be for the next year or two, and then agree on how it is to be split. This is basically what happens in Sweden, a country that, although no industrial relations Utopia, experiences far fewer strikes than most other countries.

Granted, the sane and sensible solution advanced by Jacques would not be easily achieved, necessitating as it does sweeping changes in our economic system, as well as massive reforms in union and management structures and attitudes. But **if we are not prepared to effect these reforms, we should be resigned to enduring the inconvenience of strikes.** For strikes are an integral part of the cutthroat system we now have, and cannot be eliminated as long as that system prevails.

If the opinion polls are to be relied upon, it would appear that many Canadians—including many workers—have been convinced that strikes are an "evil," and that unions have become more powerful than employers. Such views are based on economic and political fallacies. As social scientists Tony Lane and Kenneth Roberts have remarked, **"There is not much point in moralizing about strikes when they are part and parcel of the economic system; and to suggest that trade unions have become more powerful than employers would be laughable if it were not taken so seriously.** The day to take such suggestions seriously will be the day when a shop steward has the power to fire his managing director."

Lane and Roberts conducted an in-depth study of strikes last year. Their conclusion is worth quoting: "Strikes are elementary consequences of the contemporary economic structure. The nature of work, the terms of the employer-employee relationship, the integration of unions into the power structure—all make strikes inevitable . . . A plausible lecture could be delivered to politicians, employers and union leaders, containing the message that **the 'nuisance' of the strike is part of the price they must pay if they want to reap the rewards of our economic system.** Only when this point of view is appreciated will the reasons for striking be properly understood."

(Ed Finn is Legislation Director of the Canadian Brotherhood of Railway, Transport and General Workers. He has been labour columnist for the **Toronto Daily Star** since May 1968. The opinions expressed in the foregoing article are those of Mr. Finn, and do not necessarily reflect the views or policies of the Canada Department of Labour.)

A LIVELY LOOK AT THE INGREDIENTS OF GOOD MANAGEMENT

The question, "What Price Management?" was the theme at the annual fall conference of the Ottawa Chapter of the Public Personnel Association. And the answer seemed to be, "Very steep." Those attending the conference in Ottawa on October 19 and 20 were addressed by a number of behavioural scientists including an anthropologist, a psychiatrist, a psychologist and a research physician.

The 640 delegates were told that, along with wall-to-wall broadband and a private parking space, the executive ulcer is a well-established status symbol. "But there is nothing so frustrating as having an ulcer and still not being a success," said Dr. John Griffin, psychiatrist and consultant on human relations. Speaking on the stresses and strains to which management is subjected, Griffin asserted that **modern man is being confronted with constantly changing pressures** that will almost guarantee his having an ulcer. Stress is not confined to business alone, he said; the world itself is a place of stress.

"I am constantly asked if I think that there is more stress today than at any other time in our history. And although I concede that the speed of living in general has greatly increased, I believe that living has always been stressful. The world has always been tough. When London was being blitzed during World War II, medical and psychiatric plans were made to accommodate the vast anticipated hordes that were expected to break down under the stress of war. But it just didn't happen. People responded magnificently. Their spirits were never higher. **It seemed that the more stress imposed on the people of London, the better their mental health.**"

In marked contrast to this, Griffin explained, were the combat troops waiting in outlying areas where there was no blitz and no physical danger. "These men had undergone days and weeks of training for a war that never seemed to materialize. The result was that disciplinary problems increased

and psychiatric problems arose. **The important difference between the two groups was that the people of London did not just have to sit and wait and do nothing. If you can act meaningfully and do something about a problem, you are much better off.**"

The nuclear bomb, the population explosion, the air pollution problem—these fears are so remote, so de-personalized that they cause little stress, he said. "The rapidity of our changing values, the so-called 'new morality,' create stress for the older generation. The attitude of the young toward religion, sex and drugs have proved to be most disconcerting."

But the people pollution, the consumer goods pollution with its built-in obsolescence, drug and alcohol pollution, and all the other pollutions are so vague, so objective, that they do not create the kind of tension that brings about a mental breakdown. "They do not hit us where we live—within ourselves." The attitudes of the young work force, however, affect the older executive. "We are constantly brought into contact with young people whose motivation is entirely different from ours—the serious-minded, eager beaver individuals we were at their age. **Youth's attitude today has made us impatient, even hostile.**"

PRESSURE OF CHANGE

Shortly after World War II, he said, a taste for affluence was developed when products once more became available. Unions began to demand a larger share of the affluent society. When they clamoured for higher wages and fringe

benefits in the late '40s, it was very stressful to management. But today's young worker could hardly care less. Their attitude is: **"Why do we have to work? There's not enough work for everyone, so let those work who want to work."** Maybe that's the answer. In any case, kids are not inactive even on welfare and unemployment insurance. They have lots of things to do. Nothing can be painted in black and white. It's a changing scene."

Some behavioural scientists say: "The only way we can save the world is to slow up production and growth." Some managers say: "What this country needs is another good depression." The electronic media urges youth to stay in school, to at least finish high school, and if possible, university. "But the kids are not sure they really want a higher education. It apparently can't get them a job, anyway. We are producing in this generation a no-nonsense, won't-take-any-favours kind of people." And when they watch the man in the grey flannel suit on his stressful, grey flannel treadmill, they ask: "Who needs it?"

The stresses that affect us right now "where we live" are real, threatened or imaginary. In all three cases their effect is the same. "All of them involve a sense of personal loss, a feeling of being denied something, whether it is a loved one, spouse or child. The loss of a child is an excruciating stress on a parent," Griffin said. "Then there's also the loss of status, social position, work position, loss of self-confidence, loss of or inability to obtain a sense of identity, loss of money. And a host of fears that might happen, that could happen, but never do happen."

Employees and executives under stress demonstrate a decrease in alertness, and an increase in erratic behaviour. "They are increasingly emotional in an irascible way, get thrown off base more

quickly, and find it easier and easier to stay away from work." **Absenteeism from the workplace is an emotional response to stress.** "They develop a sense of being alone, of apathy, which is next door to depression." People under stress are also full of anxiety, lack the ability to concentrate, and have memory lapses. Their depression comes as a result of unresolved stress.

"They are not mentally ill, but they haven't got the best of health," he said. "Their anxiety is more likely to be translated into physical illness or psychosomatic illness. In London in 1966 there were 17 million man-days lost because of minor illnesses. Since then it has increased to 30 million lost days."

WORK ADDICTION A KILLER

Ask any executive to describe the kind of young man he is looking for and he will list the following main attributes: a self-starter with considerable drive and energy; one who thrives on competition; ambitious; a clear interest in getting ahead; capable of fulfilling multiple roles; a quick worker with an interest in the job; superior mental and physical alertness; sense of loyalty and responsibility.

Behavioural scientists in San Francisco carried out an experiment by choosing, from a cross section of industry, 80 men who possessed the attributes described above. They then chose 80 more who had completely different attitudes toward work, although they spent about the same time, eating, smoking, drinking, exercising, making love and playing. The researchers discovered that both groups were equally successful;



Dr. John Griffin

but the first group, the ones with excessive drive and energy, had seven times as much heart disease as the other group.

The executive who brings work home (and often takes it back unopened), who works 50 to 60 hours a week—driven by the need to prove himself to "the men upstairs," or because of some inner torment of his own—is asking for a physical or mental breakdown. "He's a work addict, and work addiction is as dangerous as alcohol addiction, only a hell of a lot more respectable; but the price on you, the addict, and on your staff, can be tremendous."

Much has been said recently of group participation and group action, but Griffin believes that **the focus should be placed on the individual**, and that research be carried out **to discover what makes him truly creative, truly healthy, and truly great.** He does not discount team effort, however. "It seems that, in the public service particularly, everyone is on a career aspiration kick. They don't let

anyone know what they're doing and they don't care what anyone else is doing."

People are always talking about job security; they feel they need it; but it's a double-edged sword that brings about a feeling of apathy, loss of production and inefficiency. "What is needed instead is inner personal security," he said.

BASIC NEEDS

There are four basic needs that a worker must have satisfied before he can be happy and productive.

"I call them the four As. First, the need for approval. He must be liked as a person, feel his own sense of personal worth. Second, appreciation. He must be shown appreciation for something that he has done or is doing. Third, the need for achievement. He must have a sense of progress, that what he is doing is important. And fourth, the need for acceptance. He must feel that he is an accepted part of the group."

Griffin cited the case of a loyal, dedicated employee and executive who was unpopular with his subordinates because he was inflexible, stubborn and a stickler for detail. Employees chafed under his direction and started to openly rebel, so management moved him from his engineering post to a financial post where he had no skill and little talent and where the work proved beyond his capacity. Co-workers began to notice that the man was becoming increasingly irritable and forgetful, that he had tremors, and that his speech was thick and fuzzy.

Management began to realize that he was becoming an alcoholic. He was given a leave of absence for treatment and told that he must never take another drink; and because he felt that rules were meant to be obeyed, the man

stopped drinking. Management gave him his old job back, but they assigned a representative from senior management to help him to understand the way the company expected a manager to act. A close, warm relationship was built up between the two men and the side effects were quite noticeable. The staff was no longer troubled and he was no longer troubled. For the first time he knew where he stood in the scheme of things and what the company thought of him.

The disgruntled person is like the proverbial bad apple in the barrel, Griffin remarked. His discontent is contagious; it affects others, and morale and production go down. "But very seldom is there a bad apple without a reason. Very often you are dealing with a difficult psychological problem—but deal with it. You are the prescription. You, as management."

And in the final analysis, what can one do about the stress and strain of management? **"Bring in a behavioural scientist from outside.** There should be a place for small group discussions on stress and mental health and the psychological aspects of management. A place where executives are free to blow off steam. **The cost would be minimal to the saving in health and life."**

MANAGEMENT PLATEAU

Regardless of economic conditions, says managerial consultant Robert E. Sibson, salaries for management people increase by 7 or 8 per cent a year. Management fringe benefit packages reach a plateau at the \$35,000 level, at which point the individual moves from one life style to another. Director of a U.S. management consulting firm, Sibson claims that the majority of U.S. management people will pass through this point to reach the \$150,000 level.



Delegates were told that in the U.S. the cost of living for managers has risen twice as fast as the consumer price index. But financial motivation can be effective only when one level has been reached and the manager is striving toward another level. "It is difficult to motivate executives financially when they reach the saturation point, which is at about \$150,000 level."

The most important single factor affecting management in the commercial sector is the emergence of the public corporation. **There will be a dearth of good management material within the next few years because government and non-profit organizations will have compensations that can compete with the commercial sector,** and the supply won't keep pace with the demand. "It would make for a better working environment if government agencies were managed by commercial sector types."

Sibson went on to explain that **the best manager is the effective one, not the most efficient one.** "But he should have the ability to do the right thing efficiently." Goals can be set in any enterprise, he said. "If you can't set goals, you can't manage."

American business has traditionally used the measuring stick of the bigger the size of the business, the greater the salary of the manager. But it is having second thoughts about this, he said, and now the re-thinking is gravitating toward "better" not "bigger." **Stockholders and customers would prefer that the company was the best, rather than the biggest.** But instead of using the merit system, the most effective companies gauge the cost of living and pay accordingly. "You often run into a case of someone's getting a 15 per cent pay raise, but no bonus. The idea is 'What did he do for us this year?'"

The managers of the future will be rewarded in various ways, he said. In the past they have been given company shares, but it is quite possible that they will get free membership in various clubs, free health insurance, and free access to private schools for their children. Mutual funds could also figure as bonus payments.

Another plan to reward managers would be to restructure their jobs to reduce pressures and make the work more enjoyable. Managers would be encouraged to retire, re-train and begin a second career at the work of their choice when they are in the 45-55 age group. **"The younger generation thinks that working to age 65 is a pretty archaic idea,** and management is responding to the new thinking."

NEW APPROACHES NEEDED

Some senior management types shouldn't be, thinks Dr. James V. McConnell, Professor of Psychology and Research Psychologist at

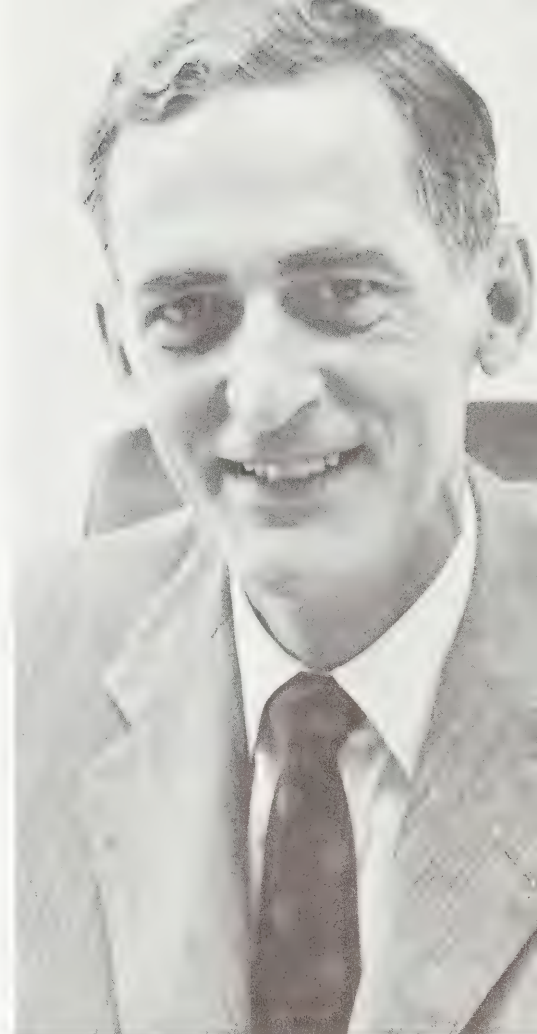
the Mental Health Research Institute, University of Michigan, and he illustrated his thesis with an industrial relations parable.

"One young man, fresh out of university, was given the awe-inspiring task of increasing production at a plant noted for its hard core, rather uncommunicative, assembly line workers.

When he called a meeting, the men expected the usual pep talk crap they had been turning a deaf ear to for some years, but they were surprised to hear him say: **'What can I do for you if you will get production up for me?'** The men were turning out 55 automobile differentials an hour, and after a short deliberation, the spokesman for the group said that they would increase their work to 70 units if they could be allowed a five minute break each hour as a reward, to have a cigarette. As this would increase production without costing anything, the young supervisor convinced his boss that they had nothing to lose by allowing the men the smoke break.

"The men were as good as their word. They got the units up to 70 an hour, all right, and wonder of wonders, discovered they had 35 minutes of each hour left to have a smoke," said McConnell. "So naturally the supervisor and the men had to go into another huddle and re-negotiate." This time the men promised to increase the units to 85 an hour and leave themselves 15 minutes for a smoke.

"Word trickled up to the divisional vice-president that the mill was humming with increased productivity, so naturally he came down for a look. I think you can tell by the fiendish smile on my face what time the v.p. chose to come down for his inspection. Right on! In the middle of the smoke break. And can you guess what he said? You're right. He



Robert E. Gibson

said: 'Get those men up off their fat asses. We're paying them for a full day's work and they bloody better give us a full day's work.'

"The men went back to the old system, only this time they produced less than 55 units an hour. But they were working full time, and the divisional vice-president was happy. If you were a stockholder, would you be happy?" The moral of the story, McConnell continued, is that **90 per cent of American managers supervise activity; only 10 per cent are concerned with output.**

"About 30 years ago in Britain, a clinical psychologist named Isaac made the interesting discovery that more people were going into



Dr. James V. McConnell

mental hospitals than were going out. No one apparently had asked two very obvious questions about the treatment being given, but Isaac did. The questions were: 'Is it safe?' and 'Does it do what it's supposed to do?' He compiled a list of patients, specifying who got what kind of therapy and whether or not they got well. Of those having Freudian problems, 44 per cent recovered; of those having other problems, 64 per cent recovered; but of those receiving no psychotherapy of any kind, there was a recovery rate of 72 per cent."

In an experiment in a Los Angeles mental hospital over a two-year period, patients with comparable mental ills were divided into three groups. One group was under the care of the senior staff, the second group given over to the care of the clinical psychologists, and the third group to non-medical laymen masquerading as psychologists.

"It was no surprise to the clinical psychologists that they were better equipped than the senior staff, because their cure rate was higher," McConnell said. **"But the thing that drove both groups wild was the fact that the highest cure rate was demonstrated in the group of untrained psychiatric aides who were administering placebo (sugar pills)."** As a result of the survey, the hospital received a large government grant—not to continue with their research, but to rehabilitate the senior staff.

RECOVERY BY SHOCK

Another mental hospital in California was having labour problems so severe that it was forced to close its doors for a six-month period. Before it closed, however, the patients were all assembled and the Chief of Staff spoke to them, explaining that there was no recourse but to close the hospital and send them home. One mute schizophrenic who hadn't spoken or attempted to communicate with anyone for years paused a moment as he shuffled out the door, looked up at the Chief of Staff and said: "Gee, Doc, I hope you solve your labour problems." When the hospital reopened, not one of the original patients returned. All of them had made a satisfactory adjustment to life in the outside world.

A U.S. survey of all the patients in all U.S. mental hospitals, which was started in 1953, completed in 1954, and published in 1968, showed that, out of 10,000 patients, the cure rate was only 28 per cent. "You might well ask, 'Why has psychotherapy failed?' And the answer is that it has failed because it's all theory, and theories are invariably wrong," declared McConnell.

We all have a psychic dynamo that must flow out, he explained. "If we have traumas, if we are wounded psychologically, this blocks the normal forms of energy and they come out abnormal. It's what I call the 'flush toilet theory.' The psychotherapist is the plumber's friend. But knowing why you react as you do is not going to change anything. There's not a damned thing you can do about the past."

There is a new theory now making the psychological scene, he said, called the social learning theory. "It's based on the assumption that primarily all behaviour is learned and therefore changeable. The reason that you are not sitting in a mental hospital at this moment is because you learned to be sane. And therefore to change the attitude of the mentally ill you must deal with rewards and punishment."

People are mentally ill, he stated, because someone has rewarded them for their perverse behaviour in the past, and they continue to be mentally ill because in some way they are being rewarded in the present. To illustrate this point, he cited the case of a mental patient who used to annoy the nurses by coming into their coffee room. They would speak crossly to her and push her bodily out of the room, but she kept coming back. The nurses sought help from the clinical psychologist, but were told that nothing could be done because the woman was mentally retarded.

One of the behavioural scientists however, who followed the theory that all behaviour is learned and can be unlearned, told the nurses to stop rewarding the woman by paying attention to her. He suggested that they pay attention to her only when she was out of the room. "It took one week only to change her. She never went into

he nurses' room again as long as they continued to reward her by paying attention to her in a nice way outside of their coffee room."

MOTIVATIONAL THERAPY

A business tycoon who had clawed his way up the ladder, and was a self-made millionaire at 54, suffered a cerebral stroke to the left side of his body and was paralyzed on the right. He could hear, but he was not able to talk except for loud heart-rending moans that were disrupting not only to the hospital staff but to other patients. Besides getting on everybody's nerves, he fell asleep on an average of 12 times during therapy hour.

The staff consulted McConnell to see if anything could be done to at least make the man more easy to handle. "I was too busy to go, but I told them I would send over one of my bright well-trained sophomores who would have the man talking in no time." The sophomore made a point of uncovering little pleasures that the man had enjoyed before his illness and could still enjoy. He discovered that the man loved eating gumdrops, so he started rewarding the man for attempting to speak by giving him the candy, then he switched to ice cream, then to coffee, lemonade and finally to **Playboy**. "In four weeks he had changed the moans into words," McConnell stated.

This new motivational therapy had proved of revolutionary value in correcting the marital difficulties of executives, he explained. When a husband and wife visit the experimental clinic, they are taken together to confront each other in front of the psychologist, who listens very briefly to their critical comments, then interrupts them to say: "All right, I don't want to hear any more negative talk about either one of you. In-

stead, Mrs. Smith, I want you to tell me all the good things that your husband does for you." There is usually a startled pause before the woman inevitably bursts out with the comment that "the s.o.b. hasn't done any good things that I can see." The psychologist then asks: "Has Mr. Smith stabbed you with a butcher knife this week?" and when she answers in the negative, he says: "Well, that's a good thing."

The following dialogue then takes place: Psychologist: Tell me the one important thing that your husband isn't doing now, but that you wish he would. Wife: He won't listen to me when I want to talk to him. He comes home, has a drink, reads the newspaper and goes to bed. Psychologist: And Mr. Smith, what are you not getting enough of from your wife? Husband: She's not affectionate. I must be married to the world's coldest woman.

"In other words," McConnell said, "she wants attention, he wants sex. And this pattern of marital discord is repeated over and over

again." The solution was to draw up a contract for both to sign. "For each 12-minute period of listening, he earned one point. When he had 15 points he earned the right to buy what he used to get free. One man took six weeks to earn 15 points."

McConnell cited two other examples of the effectiveness of the motivational therapy. One company had been losing \$1 million a year on back injuries sustained by their men who had the job of lifting heavy boxes. All of the men knew the proper and safe way to lift boxes. It was just that they were careless, and without thinking, they would slip into the old habit of doing it the wrong way. **"It was suggested that supervisors thank the men who were lifting properly instead of going around chewing out the ones who weren't. Using this positive approach, the company reduced back injuries by 80 per cent and saved itself \$800,000 a year."**

And perhaps one of the most challenging cases occurred when a group of salesmen found them-



selves legally stuck with "the world's worst secretary," who was on probation for a six-month period and could not be fired because she was a member of a minority group twice over. She was absent 30 per cent of the time, late 35 minutes each day, gone from her desk 50 per cent of the time, missed taking down phone messages, and made an average of 14 mistakes a page on the corrected copy of her letters.

"Because she was so often absent on Monday morning, they had made the mistake of chewing her out on Tuesday, and then she would be missing on Wednesday," said McConnell. "Yet, at the end of the six months, they voted unanimously to keep her because she had changed from 'the world's worst' to the 'world's best' secretary."

McConnell explained that it had taken almost superhuman control, but all the men co-operated on a "praise Jennie" campaign. When she didn't come in Monday, they praised her for coming in Tuesday, telling her how much they needed her, and within three weeks her attendance was perfect. If she made 13 mistakes in a letter instead of 14, they told her that her letters were improving, and in another three weeks her letters were also perfect. As they continued to lavish praise on her, she basked in their approval and turned herself inside out to please them.

The director of the company was aware of their difficulties but not of their efforts to correct them. Noting that the men were satisfied with Jenny's performance, he puffed out his chest and said: "Yes, the first two months were a disaster; but I called her in and told her to either shape up or ship out, and as you can see, gentlemen, you had no trouble at all with her after that!"

Human beings have four basic desires, and no one will ever have complete fulfillment in all of them, says Dr. Murray Banks, international lecturer and Adjunct Professor of Psychology at Northwood Institute, Midland, Michigan. These are: to be loved; to have a feeling of importance; to have variety; and to live forever. "One little old lady ate Carter's Little Liver Pills and lived to be 102," he quipped. "When she died, they had to beat her liver to death with a stick."

No matter what a human being does, there is a reason for doing it, he said. He cited the case of Mrs. Goldfarb who, on her deathbed,

confessed to her husband Sam that she had not always been true to him. "I know," Sam said. "So why do you think I poisoned you?"

In a lecture generously sprinkled with similar anecdotes, Banks got across the message that mental illness is prevalent and that psychosis is on the increase. **"How many psychotics are there in Canada? More than all the graduates in all the universities in Canada."** Yet there is no difference between normal and abnormal behaviour, he said. It is only how much you do and when. "No one is ever born insane. You don't inherit it. The most you can inherit is a



pretty peculiar family." Practically every person who goes insane wants to be, he said. One retreats into madness to get away from something one finds unbearable.

Stop in front of any school yard. Count out 25 children. Out of these 25, two will end up in a hospital for the insane, four will be profoundly neurotic, seven will be deeply neurotic, four will be mildly neurotic and eight will be fairly normal."

There is no such thing as a nervous breakdown, he said. "Nerves don't break down. Unreasonable overwhelming fear makes the body react by creating a nervous stomach, weak heart and inertia. **But you don't break down from overwork; you break down from overworry."**

A sense of humour, and the ability to laugh at oneself and the situations one finds oneself in when the going gets rough, will help preserve your sanity, he said. "It isn't the problem that gets you down. It's your attitude to the problem. Change your attitude and most of those weighty problems will disappear; and the one length you can't change will get a neck of a lot lighter."

LOVE AND DEHUMANIZATION

There are "lots of dehumanized people in the world but very few human beings," according to Dr. Ashley Montagu, one of the world's leading anthropologists. "If you are a human being," says Montagu, "you must necessarily be a humane being. From the moment a child is conceived, he is full of love. And in his mother's womb he has a comfortable warm



Dr. Murray Banks

world where all his needs are satisfied. **If he does not continue to have love and tender concern in the first few minutes, days and weeks of his life, he will be forever emotionally crippled."**

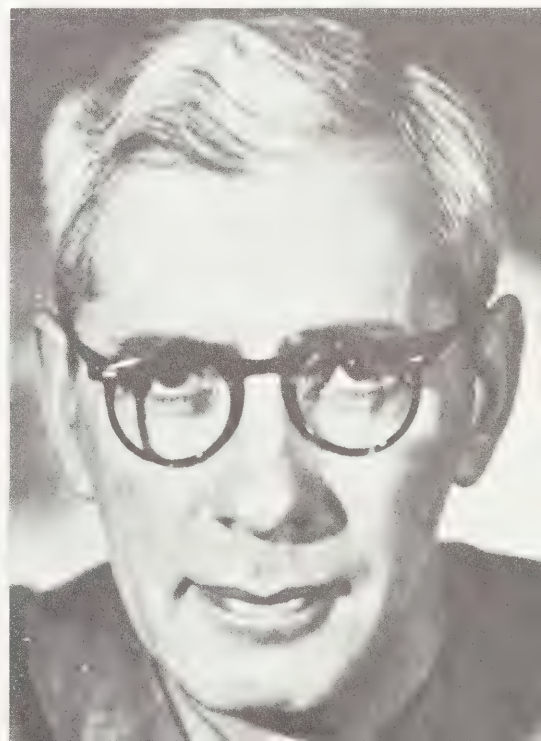
The importance of love early in an infant's life was demonstrated clearly for the first time in a hospital in England in 1915. The hospital was experiencing an increasing number of deaths among illegitimate babies. Nurses were feeding the babies and putting them back in their cribs without fondling them. But there was one older woman who used to frequent a particular ward, cuddling the babies and making cooing noises. All the babies that old Hannah visited were well and thriving, and it

did not take the staff long to recognize the link between the will to live and tender loving care.

"If you don't receive this love in the first weeks of life, you are lost as far as being a complete human being is concerned," Montagu said. Then he added: "That's why, for the rest of their lives, men who seem to be pursuing prestige and power are really seeking a womb with a view."

Montagu disagrees with managerial theories that try to compress workers into a set mold. "Individuals have different rates of growth and development and need unique attention," he said. "In this age of the fragmented, atomic, single-parent family, marriage has become an institution for the systematic production of mental illness in each of its members." Lacking the closeness of the marriages of earlier eras, when families were wise enough and near enough in proximity to include aunts, uncles, grandmothers and cousins, people today live in lonely isolation. "The cities are getting bigger and bigger, and architects are responding with what

Dr. Ashley Montagu



I call the hemorrhoidal style of architecture—one great pile after another.”

Because love is the most important ingredient in the development of a humane being, and it is in such short supply, mental illness is increasing. “The clinical definition of insanity describes the mentally ill person as incapable of managing his own affairs in a responsible manner.”

In his concluding remarks, Montagu turned to the biological difference between male and female. **He judges women to be not only biologically superior to men, but superior in all respects.** “They are superior beings because they know what really matters in life. They are conservationists rather than destroyers. They are capable of making the appropriate response. Women know how to love, and the highest form of intelligence is the ability to love.”

Because the majority of people fall into the category of not having been loved enough, what can one do to become a complete person? “Act like one,” Montagu said. “The only measure of what people believe is what they do, not what they say. Who knows? You may wake up some morning and discover that you are a whole person—a warm, loving human being.”

(The foregoing article was written by Shirley Plowman, a former member of the Gazette staff, who is now Project Officer with the Department's Public Relations Branch.)

FEDERATIONS OF LABOUR ANNUAL CONVENTIONS

ONTARIO

“The province of Ontario has become a testing ground for a new form of anti-labour bacillus—the professional strikebreaker,” according to an anti-strike breaking policy statement issued by the Ontario Federation of Labour at its 16th annual convention, held in Ottawa from November 6 to 8.

One of the delegates called it the “strikebreakers’ convention.” In spirit, at any rate, strikebreakers dominated the convention. It opened with a film on strike-breaking showing tactics used in the breaking of picket lines; and in evidence during the first day until the supply ran out, were copies of Marc Zwelling’s book **Strikebreakers**, the report commissioned by the OFL and the Metropolitan Toronto Labour Council.

Throughout the two-and-a-half-day meeting, the 1,400 delegates discussed aspects of strike-breaking, and, on the second day, the convention found itself harbouring a strikebreaker. Delegates were discussing the use of professional strikebreakers when J. F. McMillan, Director of Organization for the Canadian Union of Public Employees, asked why a strikebreaker, who had been active against his union during the Ottawa garbage strike last year, was at the convention.

Holding up a picture in which a man appeared to be wrestling a picketer to the ground, McMillan pointed out the same man standing at the back of the room—a guard with a security company employed by the Ottawa Civic Center. The man later confirmed that, at the time of the Ottawa garbage strike, he had been hired



by a private garbage company as a security guard. **"Canada is the only country in the western world that does not have this (anti-strike breaking legislation) protection for its workers,"** according to OFL President David Archer.

Donald Montgomery, Toronto Director of the United Steelworkers, outlined some professionals' tactics. "The name of the game . . . is to intimidate Portuguese, Italian and Greek union members." The strikebreakers will lay charges with police against picketers and then tell strikers who are not yet citizens that if they get a police record in Canada they will be deported. **Montgomery proposed that a labour task force under the auspices of the OFL be formed to fight strike-breaking agencies.**

Delegates adopted a policy statement calling for provincial legislation that would provide trade unions with **protection "against the violence and intimidation created by roving bands of industrial mercenaries . . . who operate just on the borderline of the law . . . (and who) are being used in ever increasing numbers by industry in an attempt to subvert the collective bargaining process."** In a press conference prior to the opening of the convention, OFL President Archer indicated that the major concerns of the convention, along with anti-strike-breaking, legislation would be unemployment, provincial labour standards legislation, and the shorter workweek. "What is being considered now is not a shorter week, but a compressed week in which the employee works the same number of hours in a shorter week," he warned.

A policy paper on labour relations and employment standards stated that with unemployment reaching unprecedented proportions and persisting, and with workers under union contracts working 40 hours or less, it is an anachronism and highly unjustifiable to have a 48-hour week in the legislation." It is high time this was reduced."

On labour relations and the adversary concept, the statement continued, "One of the main problems facing labour relations today is the preoccupation with the notion that conflict in labour-management relations can be eliminated. **In a democratic society, relations between opposing groups are based on the adversary system.** In such a society it is not possible to eliminate all conflict,



nor is it desirable . . . The remedies for our industrial ills lie in encouraging and assisting labour and management to develop **more effective collective bargaining and disputes settlement procedures through voluntary agreement.**

THEY DON'T SHOOT AT A DEAD DUCK

"What we are seeing today in this country is a reactionary 'backlash' against social reforms, and we should accept our position as principle target of this campaign with some pride," Archer said in his opening speech. "After all, they don't shoot at a dead duck. Some people think that Ontario's unemployment rate of 5.6 per cent is no cause for alarm . . . unemployment is a serious problem in Ontario. Plant shutdowns have not abated—they are no longer news," he warned.

Calling for a stepped-up organizing drive among white-collar workers, professional groups and the "many collective bargaining agencies outside the CLC," Archer said that any organization that agrees to abide by the constitution of the Congress would be given favourable consideration when it applies for admission. "Conversely **we should do all in our power to frustrate the divisive tactics of those who would destroy the unity of labour.** In the coming years particularly in our confrontations with multinational corporations, we will need the utmost unity if we are to achieve for our members the economic and social gains to which they are entitled."

In calling for reforms in employment standards, Archer noted that "while the Government of Ontario has continued to support repressive legislation against unions, it has been less than enthusiastic in applying employment standards against ghetto employers. This is where we need government intervention," he declared.

"Since two thirds of the workforce is unorganized," he said, "this legislation is of vital importance. Even in areas of union organization in the depressed industries such as boot and shoe, textiles, and certain service industries, minimum legislation protects the competitiveness of certain employers and the standards of wages and working conditions of the employee."

But the Government, he added, is failing to enforce such regulations and "a philosophy seems to be emerging that holds, in the words of one (government) official: 'We are no longer to do your (the unions') work for you'." He said that examples of that attitude are evidenced in efforts to water down notice-of-termination legislation that would permit an employer to negotiate privately with an employee to avoid paying severance as required by the regulations. Companies can avoid the notice-of-termination regulations as required by law if a strike or lockout is in effect at the employees' place of employment "or elsewhere."

"What good is legislation if there are loopholes through which you can drive a horse and pair?" Archer asked. Employers can now evade the law by laying off or terminating 49 workers instead of 50 (the minimum number coming under the regulations), and the legislation would not apply to them. Now, he added, this latest proposal to amend the legislation would all but wipe it out completely.

Repressive measures such as proposals to water down legislation protecting workers from exploitation and unsafe working conditions, coupled with a growing anti-union campaign in the various media, said Archer, lend sup-

port to the view that there is a strong reactionary backlash in Canada. He cited as an example "the most virulent anti-labour propaganda program we have seen in years ... the production 'Strike', broadcast in the early fall by the CBC."

LITERACY GAP

Later in the convention, delegates were to return to this theme when a resolution was passed that **called for the Ontario Department of Education to include in its approved list of textbooks only those that offer an objective treatment of the contribution that trade unions make to the development of society. The convention charged that the image of labour is being tarnished in order to make it easy to bring legislation that would hamstring labour's aims and curb union growth.** "Anti-labor TV programs, cleverly dishonest anti-strike polls conducted by newspapers, utterances by responsible government ministers that strikes are a barbarous weapon, statements by politicians on the hustings that strikes should be banned and compulsory arbitration be instituted are all part of the campaign." The convention also urged local labour councils to continue efforts to have boards of education "change social study courses to include a more balanced treatment" of labour. At the close of the first day's business, delegates approved a general statement concerning labour relations and working standards: **all workers should be given the right to strike as a final resort in labour disputes;** all who work should have the right to join unions; injunctions should be abolished and there should be no restrictions on picketing; employers should be made to give six-months notice in cases of mass layoffs, terminations of work and shutdowns. Also called for were more effective collective bargaining and disputes settle-

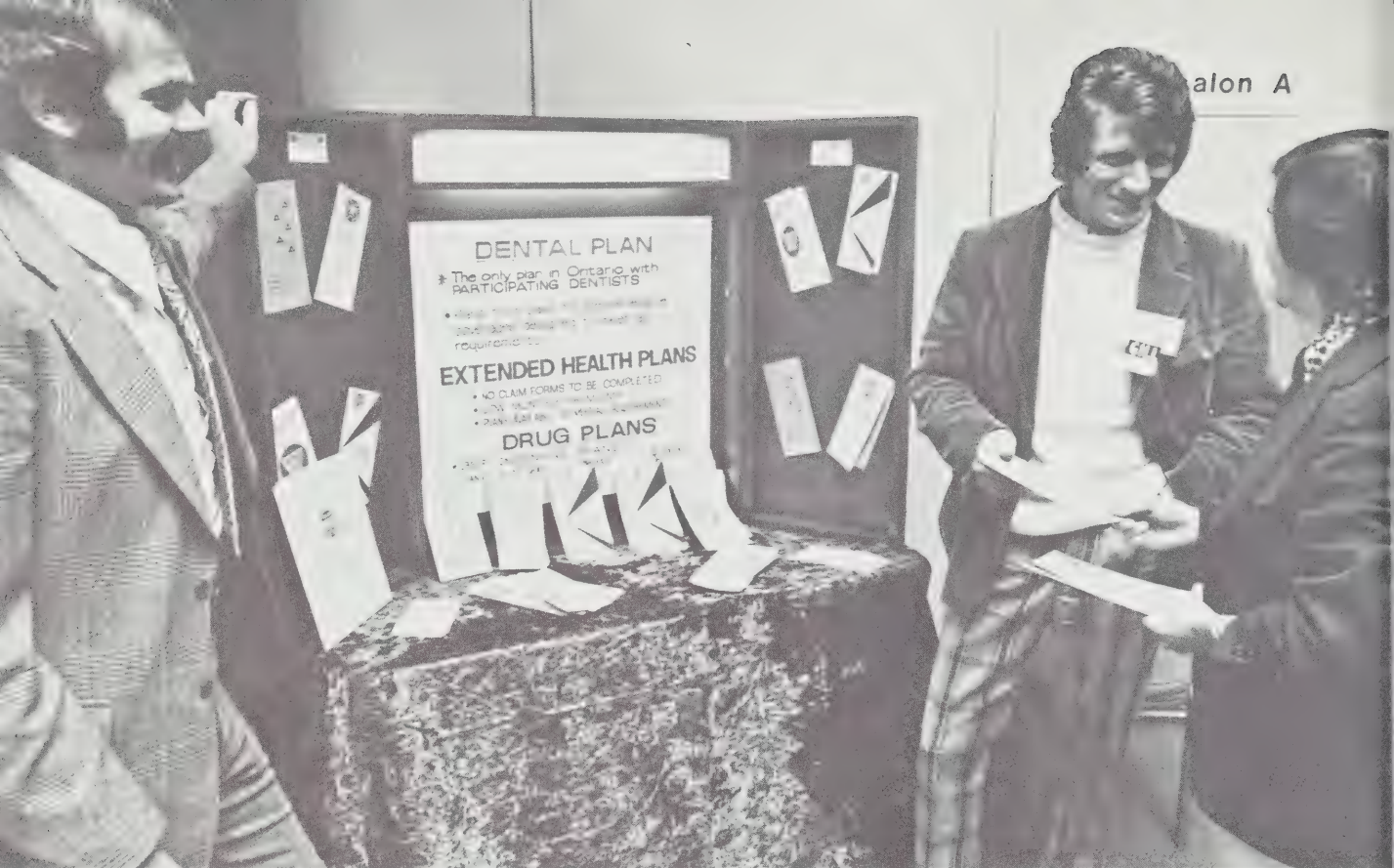
ment procedures. In addition, resolutions were passed urging support for the New Democratic Party, assistance for Canadian book publishers, and equal pay for comparable work, regardless of the sex of the worker.



Jean Beaudry

Jean Beaudry, Executive Vice-President of the Canadian Labour Congress, speaking on the second day of the convention, lashed out at people outside the labour movement who have declared a "holy war" on international unions.

"I personally get a little sick and tired of the constant harping by these ivory tower philosophers who have wrapped themselves in



the Canadian flag and declared a holy war on North American unions. **In the Canadian Labour Congress, there is no distinction made between national and North American unions. The key is, do they do a job for their membership?** Do they serve the common good of organized labour? Do they possess enough economic strength to deal with multinational corporations?

"These are the questions to be answered by the membership of the unions themselves, not by a committee of conservative or liberal businessmen who have formed themselves into some kind of star chamber that has suddenly decided to take upon itself the task of saving Canadian unionists from themselves.

"The labour movement in Canada is composed of Canadians working for the betterment of all our people and we will decide what kind of structure we want without

the advice of some flag-draped nationalist or some fuzzy-eared professors or party hacks." Speaking of rumoured legislation in the field of wage and price control, Beauty warned that such controls in the U.S. resulted in soaring profits, rising prices, taxes, housing costs and rent. "Wage and price controls represent a threat to wage and salary earners everywhere, because wages are then systematically and energetically controlled, and prices, interest and profits go loosely, ineffectively and quietly unrestrained."

He urged trade unionists to maintain the Canadian unemployment insurance plan which, he said, is "superior to any in the world;" and he warned delegates not to fall into the trap of believing the media and politicians who suggest that unemployed people are "no-good cheaters and freeloaders continually at the trough of taxpayers' dollars."

These accusations may result in a tightening of the unemployment insurance system, resulting in further harassment and possible temporary loss of benefits to bona fide claimants, he observed. "It will be another case of the innocent majority suffering because a minority managed to abuse the system."

The federation pledged its support to the New Democratic Party and condemned the "corporate ripoff". It also denounced special tax and grant concessions to corporations and the lack of a full tax on capital gains. Some of the delegates were offended by a phrase saying that the Federation's fight is not with the corporations." Union leaders bowed to their wishes by deleting the sentence.

The statement on unemployment, taxation and corporate "ripoffs" said that taxation loopholes and privileges given to companies should be cancelled, capital gains

taxed fully, and personal income tax reduced.

The last day of the conference saw the delegates supporting a call to boycott the new postal code as long as the pay and automation issues remain unsettled; hotly debating and passing a **resolution in union autonomy that requires the OFL to "continue to promote and publicize these minimum standards, which include the election of Canadian officers by Canadians with authority to speak for the union in Canada,** and the holding of Canadian policy conferences."

Delegates voted also to have the OFL continue its efforts to have the Hospital Labour Disputes Arbitration Act repealed so that hospital employees could have the right to "free collective bargaining."

ELECTIONS

The two top officers of the Federation, President Archer and Secretary-Treasurer Terry Meagher were re-elected, and the full administrative slate of 14 candidates for vice-president was elected.

MANITOBA

Labour has endorsed Manitoba's new labour code. At the 18th annual meeting of the Manitoba Federation of Labour, the resolution was passed that, "Whereas after many years, the Manitoba Government implemented a progressive new Labour Relations Act, the first in Canada, in many instances, be it resolved that the Manitoba Federation of Labour commend the Schreyer Government for the implementation of the Act." The resolution was passed by the 312 voting delegates attending the three-day convention.

A resolution calling on the provincial Government to pressure the

federal Government for the development of Churchill as a port "to a greater extent than is being done at present," was brought on the convention floor and referred back to the resolutions committee for "more definite" wording. It was noted by one speaker **that technological advances would make it possible for Churchill to service sea-going ships for between 130 and 150 days of the year—far longer than is at present possible.**

A report on a recent convention of The Hudson Bay Route Association, by Bill Hanna, an MFL delegate, stated that the 10-year delay in dredging activity at Churchill by the National Harbours Board is causing the Association anxiety. The Association contends that a dangerous situation exists which, if allowed to continue, could lead to a major marine disaster. At the present time, vessels up to 45,000 tons are being handled in channels recommended only for vessels of 2,000 to 4,000 tons. "Should an accident happen, federal authorities who have procrastinated and delayed this work will be held responsible in the minds of many western people," the Association claims.

Other resolutions that were examined called for: a minimum old age pension in Manitoba of \$200 per month; a minimum wage of \$2.50 per hour; **provisions of up-to-date industrial relations material of all libraries;** a campaign to affiliate non-member unions to the Federation; and a regulation that no worker be forced to work out of sight of fellow workers on a dangerous job.

Manitoba Federation President H. L. Stevens, in his address to the assembly, struck out against labour's

opponents. "Business organizations and corporation executive bodies have been quick to join hands with the academic, ivory-tower nationalists to condemn our structure and the people who are in it.

"These groups have falsely sensed a hesitancy of purpose on our part, and have stepped up their attacks on the collective bargaining process and the right of the worker to withhold his labour. **It is being suggested in some quarters that the right of a working person to withhold his or her labour is somewhat out of place in 20th century Canada,** but that the right of a company to hire strike-breaking goons is considered fair and just."

"The CBC has also joined the pack with their television program, 'Strike'," Stevens continued. "A more unrealistic portrayal of the true role of labour in our society has, in my opinion, never been seen. The program should have been listed in the TV guide as a comedy, if it were not for the tragic fact that two million members of the organized labour movement in Canada helped pay for it.

"Concerning the question of the right to strike, and the right to bargain collectively with the employer, make no mistake that **the strike remains the most important source of union power,** and that, without this legal right, unions would become helpless in the collective bargaining process. I could go even further and say that, without the right of the workforce to withhold their labour, collective bargaining would cease to exist altogether. Those voices who are arguing for the settlement of an industrial dispute with compulsory

arbitration are blindly advocating the castration of the collective bargaining process."

On the state of the economy, Stevens declared that **the campaign to have big labour made the scapegoat for inflation had long been a policy of the federal Government.** "The farce of the now defunct Prices and Incomes Commission with its incredible chairman now gone back to his academic ivory tower proved to be only a futile waste of the taxpayers' money."

Stevens observed also that **the shifting of the tax load onto the lower- and middle-income classes,** while at the same time creating tax bonanzas for big business institutions in Canada, was an indication to working people of the priorities of the Trudeau Government.

"Organized labour has long advocated a complete overhaul of the tax system in line with the Carter Report, using the principle that 'a buck is a buck', and that executive loopholes should be a thing of the past," he said.

"And finally, there is a definite need for a new approach to problems of concern to Canadians that will bring about new employment, improved social security, a fair sharing of taxation, plus Canadian control of our economy and improved labour legislation."

Manitoba Premier Ed Schreyer told the convention that the resolutions adopted at the annual meeting would "weigh heavily in influencing the course of action to be followed by the Government of the province." **He cited resolutions from other annual labour conventions that have become laws:** pay at two and one half times the regular rate of pay for time worked on a general holiday; provision for maternity leave of up to 17 weeks with job protection;

extended termination notice where large numbers of employees are involved; a general minimum wage increase of 40 per cent in the past three years; extended coverage under workmen's compensation, widows' allowances, and children's allowances; and upgraded disability pensions for accidents that occurred before 1969.

Continued Schreyer: "These changes are based on our belief, which we share with you, that **free collective bargaining is superior to any other means yet available to labour and management in determining usually acceptable terms and conditions of employment.** There may be some here who somehow, some way, would have expected the Government to have done even more, and there may be others who really didn't think we could proceed as far as we have. Whatever the case, I believe the view is widely shared and appreciated that this Government has done more in the field of labour law and legislation than any other government in the history of this province."

Joe Morris, Executive Vice-President of the Canadian Labour Congress, took the opportunity afforded by the annual meeting to outline some of the policies approved by delegates to the CLC convention last May. The campaign to organize white-collar workers in Canada is progressing well, he said, and four white-collar workers are being trained as organizers for that sector.

Noting that some employers have sought advice from consultants on how to keep unions out of their companies, Morris said, "I think I can give the employers some good

advice, and I won't charge them for it. I'll just tell them: Gentlemen, save your money, because we are coming to organize and we will succeed, and there is no way that you can stop us."

He also struck out against the economic policies of the Liberal Government. "When the CLC prepared its annual memorandum to the Government earlier this year, we challenged the Prime Minister and his entire Cabinet to justify his government's economic non-policy that is causing so much hardship and suffering among our people.

"We told him that his attempts to explain away the high rate of unemployment with some mumbo jumbo about participation rates lacked any credibility—a polite way of saying that we didn't think he was telling the truth. There was no reply from the Government at that time just as there was no mention of unemployment and the rocketing cost of living in his opening statements when he kicked off the present election campaign. **To this Government, unemployment has become a non-issue.**

"Government's surprise at the growth of our workforce is, in my opinion, somewhat more than dishonest. The fiscal policies of the Liberal Government have condemned thousands of working people in Canada to the ranks of the unemployed and to welfare, and are the end result of a government policy of intentionally creating unemployment to combat inflation. Unemployment is the problem of the working people more than any other segment of society, and it is for that reason that we told the Prime Minister that **1971 was a year of disaster in Canada as far as unemployment was concerned.**

"We must demand the rejection of unemployment as an instrument of national policy, once and

for all. We must seek a rejection of the situation that we find ourselves in today, when the worker and his job are being openly bartered for in the name of progress."

Morris concluded his address by saying: "The time has now come for us to reach out as never before, and reaffirm what we have long known—that labour in Canada has always been the repository of progressive thought and action. We must, as unionists, place more emphasis on developing public understanding of the collective bargaining process, and its place in our democratic society."

BRITISH COLUMBIA

"What we want for ourselves, we want for all." This was the theme of the 17th annual convention of the British Columbia Federation of Labour that saw a record 600 delegates, representing 175,000 trade unionists, gather in Vancouver from November 6 to 10, to discuss problems confronting the B.C. labour movement.

Major issues were the recent election of a New Democratic Party provincial Government, the request for extension of Canadian Labour Congress affiliation to the United Fishermen and Allied Workers' Union, dissatisfaction with Canada's high unemployment rate, and the problem of breakaway unions.

In addition to examining the 200 resolutions submitted to the convention for study, and hearing reports from 10 committees set up to investigate specific areas, delegates heard addresses from speakers including Federation President George Johnson, B.C. Premier



Dave Barrett, provincial Labour Minister Bill King, and Canadian Labour Congress Secretary-Treasurer Bill Dodge.

UPHEAVAL

"I think it is obvious," said Johnson, "that the political events of the past two or three months have created an upheaval in many of the major concerns of our last convention, and, like many labour conventions held in the past few weeks, this convention could find itself almost operating in a vacuum. I did say 'almost', for it would be a sorry day if the vigour of the debate of a convention of the most militant and reflective federation of labour in Canada was lessened by any complacency."

Johnson commended the new NDP Government for calling the special session and passing "people" legislation dealing with increased pensions, substantial increases in the minimum wage, and the changes made to administrative philosophy in the area of social legislation. **He gave full commendation for the alacrity with which the Government had wiped out the much criticized Mediation Commission Act with its compulsory arbitration and denial of the right to strike.**

While on the subject of elections, Johnson attributed the "Trudeau come-uppance" to the federal Government's failure to find a solution to the growing problem of unemployment. He quoted one



section of the executive report of last year: "Under the guise of a 'war on inflation' the Trudeau Government pursued policies that deliberately created the unemployment crisis."

"Penitent Pierre has decided to carry on," he said, "but his blundering days are hopefully at an end, as the balance of power of the NDP will be fully exercised by David Lewis to ensure that unemployment and the interests of the working class are given long overdue priority and attention."

While taking comfort from its political progress, the Federation must not relax its efforts as a trade union movement, Johnson warned. At a time when full resources should be directed at

fighting the employer and organizing the unorganized, unions are dissipating their strength in battling with one another over jurisdictional disputes. This fragmentation in the form of breakaway unionism is cloaked, often hypocritically, in the flag, according to Johnson.

"There is a need for greater Canadian autonomy in many international unions and we must accelerate the fight toward that goal," he said. "The answer, however, is not to be found by the breakaway

method, but by remaining within the house of labour and fighting for the full and meaningful Canadian autonomy that we all endorse."

MYTH OF MATERIALISM

Premier Barrett opened his address with the question: "Has it really happened?" Continuing, he noted, "It hasn't been easy, but the things that brought us together politically are far greater than the things that divided us in the past."

Though not expecting everything to be rosy in terms of the responsibilities and tasks that lie ahead, Barrett said he believed that there

is enough ability, sincerity and commitment from the trade union movement of B.C., despite internal squabbles, to provide a sound basis of assistance and direction for all the people of the province.

"We have been in office now a little over two months," he said, "and we have done things in two months that people told us when we were in opposition, could not be done at all. In nine days in Victoria we have eliminated one of the major problems facing the trade union movement and industry in this province—the Mediation Commission."

Barrett saw the greatest challenge confronting the new Government to be **the setting of achievement standards and goals that would assist people to lift themselves above the pursuit of material goods.** He saw the myth of measuring a man's productivity by his material possessions as one of the most damaging beliefs in North American society—and he added that working people, too, have been sold this myth.

"I want to see us move into an area of quality of life as well as quantity," he said, "and that means sharing and understanding and co-operation. If anybody in North America understands those things, it is the trade unionist."

Pointing out that many union members still doubt the importance of participation in politics, or still subscribe to the Gompers theory of reward your friends and punish your enemies, Barrett labelled both views wrong. Democracy, he declared, demands individual participation in the electoral process. **He urged the Federation to be critical of the NDP as a government and to come forward with ideas, press for change, and insist on participation—but not to lie down and "think that heaven has arrived**

simply because the NDP got elected, because that isn't the way it is going to work."

Barrett predicted that there would be times when the Government and the Federation would have opposing opinions and clashing viewpoints. "Still," he urged, "remember that in the valley we had a common ground, and now that we're on the mountain top, don't forget that common ground. We are big enough, sensible enough, and mature enough to criticize each other—you the party and we the trade union movement—but don't let anybody get the idea that we have lost common cause, because we haven't. Our common cause is a more decent life for people."

NEW MOOD ABROAD

Labour Minister King commented that only a few years had passed since he attended the Federation convention as a delegate. Remark- ing on the large number of new delegates to the convention, he expressed his pleasure at seeing the labour movement growing both in numbers and ideas.

One of his criticisms of labour, he said, was its past failure to do an adequate job of organizing the unorganized, with the result that only 42 per cent of the B.C. labour force is represented by unions. Rather than exact an initiation fee from the new member, unions would do better to make study material and an educational representative available to him, King suggested.

One aspect of the Minister's message to the convention came through clear and concise—that among the problems facing B.C.

labour, a hostile political climate was not one of them. He urged labour to concentrate its resources and talents toward organizing, and toward minimizing strike action as a tool of collective bargaining. Although acknowledging the right of trade unionists to withhold their labour as a last resort, King said he spoke for all British Columbians in decrying the frequency with which strike action is used in the province.

A new mood, obvious among major management groups, labour, and the public, seems to be abroad in British Columbia, he observed. He termed it **"a great and burning desire for industrial peace"** which, with good will, consultation and co-operation, could be attained.

Finally, he cautioned delegates not to destroy the unique opportunity for union growth and industrial peace through internal warfare. "I have no desire to see the industrial warfare of yesterday replaced by inter-union warfare tomorrow," he said. "You are experienced negotiators, mediators and conciliators. Please apply these skills within your own ranks and establish harmony and unity within the labour movement."

AFFILIATION FOR THE UFAWU

On the day before he was to give his address, CLC Secretary-Treasurer Dodge, was present when discussion was in progress on a resolution calling on the Congress to "do everything within its power to bring into membership all bona fide trade unions in Canada who are prepared to accept the aims, objectives, constitution and principles of the Canadian Labour Congress." At that time, Dodge was criticized for not making a statement as to why the United Fishermen and Allied Workers'

Union had not been granted CLC affiliation, despite several supporting petitions from the B.C. Federation.

While giving his address, Dodge was heckled by several of the delegates on the convention floor. "I didn't come here to speak of the Fishermen," said Dodge, "but I say sincerely that **there is a reasonably good chance that what you ask—affiliation of the UFAWU with the CLC—will happen.**"

Urging delegates to remember that the first attempts by the UFAWU to gain CLC recognition had been rebuffed by the B.C. Federation itself, Dodge added that the CLC must be the body to lay down terms of affiliation, not the union that wishes to join. He pointed out that, in the case of the Seafarers' International Union application, an investigation was conducted for two years and eight demands were made on the SIU by the CLC before affiliation was granted. Even then, Dodge noted, the union was placed under surveillance for a probationary period.

"It has been the policy of the CLC to stop the proliferation of unions with overlapping jurisdictions,"

Dodge said, "and the policy of the constitutional committee not to multiply the number of unions was adopted by three successive conventions." The United Mine Workers were finally accepted because no other union had filled that jurisdiction.

Dodge asked delegates if they wanted the Pulp and Paper Workers of Canada, the Centrale des syndicats démocratique, and the Christian Labour Association of Canada to be granted CLC membership on the basis of the "open-door" policy they called for in the case of the UFAWU. "How many of you," he asked, "would like to see that?"

"Someone asked me if we are objecting to Homer Stevens and the UFAWU because they are Communists," said Dodge in reply to hecklers. "From what I can see, a couple more Communists in this outfit (the Federation) isn't going to matter very much."

He then turned to the original text that he had prepared for the convention. Stating that the problems faced by the present convention were identical to those it had debated when he addressed the Federation last year, he remarked that the unemployment picture, especially in B.C., had considerably darkened.

Jobs could have been created if the federal Government had taken the CLC's advice and increased purchasing power by reducing income taxes on low incomes and greatly increasing old age pensions. This would have stimulated consumer demand, increased production, and encouraged enlargement of productive capacity. Jobs would have been created both in the short run and the long run, Dodge claimed; but the Government rejected this approach, and was in its turn repudiated by voters in the recent election.

Turning to pollution and the environment, Dodge expressed fear that B.C. would be mutilated, perhaps destroyed, by the "insensitive hungering for power and profits as a result of the plans now being made for the exploitation of oil resources in the North." Expressing CLC support for Federation demands to protect the B.C. coastline, Dodge singled out the proposal for a 100-mile pollution control zone along the coast as being particularly valuable. "If it makes sense to establish a pollution control zone in the Canadian Arctic, it makes even more sense to establish a similar zone along the Pacific Coast," he said.

Referring to the proposed labour code bill that died with the last Parliament, Dodge observed that **"some of the landmark legislation in the field of technological change has been lost momentarily."** He added that the proposed labour code would have been a considerable advance over the previous legislation, and its restoration to the order paper would be a condition of co-operation in the new Parliament.

"The most troubling matter of all is the evident disunity among union members in Canada, and particularly here in B.C.," Dodge noted, adding that growing numbers of members in affiliated unions are deserting for what they believe to be greener fields elsewhere. He said it was unfortunate, but there are numerous imperfections within unions, and members looking for an excuse to quit are sure of finding one.

Dodge attributed much of the trouble to unions not having been perceptive enough to see that the changes in industry and the attitudes of society require much more flexibility of structure and objectives. It is not that the unions have been undemocratic, he said, but that they have been unresponsive to the needs of members. "Trade unions are in love with their constitutions. None of us has been willing to face up to the possibility that the **traditional structures and methods may be totally outmoded, and incapable of meeting the problems of modern industrial society.**"

Dodge spoke also against irresponsible use of the right to strike by union members. He postulated that the tendency to see strike action as the answer to all collective bargaining problems may be at the root of some of labour's present problems. It was certainly, Dodge said, a principal cause of the "shocking state of our public image."

Although not questioning the necessity of the right to strike, Dodge decried its careless use. He hinted, too, that many union defections that have been attributed to a desire for Canadian unionism may arise from other dissatisfactions. "If there's anything in the theory of Canadian nationalism in unions, will someone please explain why hospital workers have broken away from CUPE here in B.C.? Or why, when the CNTU

gration, having lost more than 60,000 members in the past three months?"

Dodge attributed the actual reason for member dissatisfaction to their needs being ignored. If they receive service, understanding and the rights of self-determination and participation, he said, they don't care whether their union is large or small, national or international, craft or industrial. "If the



William King

was conducting massive raids aimed at international unions in Québec, it was my union, the Canadian Brotherhood of Railway, Transport and General Workers, as Canadian as pea soup, that sustained greater membership losses than all the international unions put together? Or why it is the only significant purely Canadian central labour body, the CNTU, that is experiencing almost total disinte-

union does its job," he concluded, "the members will be steadfast and loyal."

Other speakers to address convention delegates included Gordon Snyder, Saskatchewan Minister of Labour, and Tommy Douglas, former national leader of the New Democratic Party.

By far the largest number of resolutions submitted came under the jurisdiction of the Legislative Committee of the Federation. Three legislative resolutions in particular stood out in importance. A resolution supporting the 8-point program of the NDP Government was passed. This program includes an end to compulsory government intervention in labour disputes, replacing of the Mediation Commission with individual mediators, permission for all employees to use collective bargaining, and establishment of the Government as a model employer.

Another called for prompt dealing by the Government with applications for certification, as well as **recommending that company-dominated associations "such as the Christian Labour Association of Canada are not certified and not recognized as trade unions."** The right to bargain on technological change, curtailment of the use of injunctions, and better arbitration procedures were demanded in resolutions presented at the convention. Implementation of the \$2.50 minimum wage by the NDP Government was commended by the delegates.

Another resolution concerning wage and price controls, was sent back for strengthening so that it stated firmly the **opposition of the Federation to wage wage and controls.** And a long discussion ensued before approval was given to a resolution urging the federal Government "not to bring in any change to the Canada Labour Code that would eliminate payment of overtime for work in excess of 8 hours."

Two resolutions in the field of old age pensions and unemployment insurance were passed. One called for raising of the old age

pension to \$150 per month and inclusion of an adequate cost of living clause. The other resolution directed the Federation to continue "to make representation to the CLC concerning exemption amendments to the UIC Act" so that claimants could be allowed legal counsel for interviews; to delete from the UIC Act references to earned holiday entitlements; and to ensure that rightful claims to unemployment insurance not be denied to persons deprived of earnings because of a labour dispute in which they took no part.

A major issue at this year's convention, and one that appeared throughout the week, concerned the application of the United Fishermen and Allied Workers' Union to join the CLC. **Resolutions urging the CLC to extend affiliation to the UFAWU were again endorsed.** A call for the UFAWU to be seated at the Federation's convention in defiance of the CLC and the constitution of the Federation was deferred, however, in favour of a policy statement that outlined Federation support for the UFAWU. It noted: "Should any obstacles arise further delaying the admission of the UFAWU, the officers will call together the Executive Council of the Federation to consider all possible courses of action to carry out the wishes of this convention."

Several resolutions aimed at the federal Government were put through by convention delegates. **The right of postal workers to negotiate "all aspects of automation, classification and job security at the bargaining table" was supported.** A call for the federal Government to "so revise our immigration policy that all immigration cease until our own people are employed" was defeated on the floor. Encouragement of the development of secondary industry, to be controlled by Canadians, was also spoken for.

The Pollution and Environmental Protection Committee Report called for closure of the Cherry Point refinery by the U.S. Government. Also proposed was a plan that would move U.S. refineries handling Alaskan oil further south and set up a 100-mile pollution control zone around the West Coast of Canada, in addition to similar protection afforded the Arctic Ocean shoreline.

Construction of secondary sewage treatment plants was demanded in lieu of the primary plants currently being planned by the Government, as well as investigation into the possible use of recycled solid wastes to establish secondary industries. Delegates called also for legislation to make the B.C. Hydro Authority and the B.C. Railway "more responsible corporate citizens," and a review of the Pollution Control Act.

In other resolutions, the Federation endorsed a three-part plan calling for rapid transit systems in all centres of B.C., increased service by bus agencies to enable replacement of cars by buses, and acceptance of the concept that public transit should be subsidized from general revenue. **Coverage of all medical and paramedical expenses, including dental care, prescription drugs, ambulance service, hearing aids, artificial limbs, and eyeglasses was also demanded.**

An important breakthrough came on the fourth day of the convention when **John Fryer, General Secretary of the British Columbia Government Employees' Union, announced that the executive of his union had voted unanimously for renewal of affiliation with the Federation.** The BCGEU had been forced to pull out of the Federation in 1960 when the provincial Government disallowed payroll checkoff of union dues.



George Johnson

ELECTIONS

All of the major officers of the Federation seeking re-election were returned to office. They are: George Johnson, President; Jock McKenzie, First Vice-President; Len Guy, Second Vice-President; Don Dunphy, Third Vice-President; Jim Kinnaird, Fourth Vice-President; and Ray Haynes, Secretary-Treasurer. Bill Stewart defeated Ron Bone in the election to fill the vacancy left in the office of Fifth Vice-President.

In the Executive Council elections, new members Mike Parr, Don Garcia, Mike Kramer, John Squire, Murray Drew, Lena Kress and Bill Hickey joined incumbents Monty Alton, Bill Clark, Jacquie Horkey, George Kowbel, John Schibli and Jim Smith for the new term.

PROBLEMS OF ADMINISTRATION IN THE PUBLIC SERVICE

Population growth, urbanization, and the growing complexity of the Canadian economy are among the problems demanding more knowledgeable and capable management on the part of public administrators. The 24th annual conference of The Institute of Public Administration of Canada provided delegates with an opportunity to examine some of the major impediments facing administrators, and to consider solutions.

Meeting at Fredericton, New Brunswick, in September, delegates heard Chancellor Dr. John J. Deutsch of Queen's University speak on governments and their

advisors, and Douglas Wright, Ontario Deputy Provincial Secretary for Social Development, outline the financing of higher education in Canada. Of immediate value to persons connected with industrial relations were addresses by Dr. John Crispo on collective bargaining, and Dr. Kathleen Archibald on the status of women in the Public Service.

Crispo is Dean of Management Studies at the University of Toronto, and Archibald is Associate Professor with the Department of Health Services at the University of Seattle in Washington.

A NEED FOR CLARIFICATION

Crispo maintains that there is a need to clarify the differences that prevail in collective bargaining

methods at the federal, provincial and municipal levels of government. These variations are best illustrated in terms of the extent to which public service employees have been afforded the right to strike, for many students of industrial relations believe that true collective bargaining cannot exist without the right to strike.

This enlightened viewpoint is best exemplified by the Saskatchewan Government which, for over a quarter of a century, has granted its employees the legal right to strike, without restriction, in the event of a contract impasse. Less than a decade ago, Quebec adopted a similar approach, but has temporarily rescinded it as a result of the recent confrontation with a common front of virtually

all its employees, which quickly took on the overtones of a political rather than an economic dispute. Both the federal and New Brunswick Governments provide for certified bargaining agents for their employees, along with the option of choosing, in the final analysis, between arbitration and the strike route as a means of resolving disputes.

At the opposite end of the spectrum, a diminishing number of provinces, led by British Columbia, afford their employees neither the right to strike nor arbitration.

As for the scope of bargaining in the Public Service it is questionable whether any issue should be precluded by law from bargaining, according to Crispo.

There are no such restrictions at the municipal level, because the governing statutes are normally the same as those for the rest of industry. Quite the contrary situation is encountered at the senior levels of government. In the first place, the "merit principle" is not subject to negotiation, despite evidence that unions have done as much as public service regulations to curb political patronage. Beyond the merit exclusion, a variety of other restrictions apply in most jurisdictions. Most commonly excluded from bargaining are such issues as job classifications and pensions.

The role played by elected representatives in bargaining is crucially important, especially at the municipal level. **More often than not, municipal politicians cannot resist union overtures to become involved.** In the absence of anything resembling cabinet solidarity or majority government, this tendency can lead to all sorts of prob-



Dr. John Crispo

lems, ranging from lack of continuity, through breaches of confidentiality, to pandering for the local labour vote.

Hopefully, says Crispo, these problems, too, could be alleviated—if not overcome—by the formation and use of municipal labour relations bureaus or qualified and strong-willed consultants. Even then, however, enterprising unions will doubtless find ways of involving politicians in the bargaining procedures, despite the harm this can do to the cause they

are supposed to be serving. Municipal politicians could learn a lot from their senior provincial and federal counterparts, who seldom enter into negotiations on behalf of their governments, leaving them instead to experienced industrial relations personnel.

"Another problem that plagues all governments when bargaining with their employees, stems from their reluctance to take a strike or lockout," Crispo claims. In view of the inconvenience, and even hardship, that can result from work stoppages in the public service, it is obviously ludicrous and untenable for government negotiators to have to bargain with one or more hands tied behind their backs. Of late, all levels of government have shown that they can take strikes without the devastating consequences that some have alleged would flow from such events. Governments seem to have been loath, however, to attempt to operate with replacements during a strike or to lock out other, and particularly 'allied', employees in retaliation, where appropriate."

Perhaps out of fear of violence more than anything else, governments normally seem to take strikes without fighting back. Yet, just as strikes are an integral and vital part of the collective bargaining process, so is the right to attempt to operate in the face of a strike, or even to lock out. Certainly, these are accepted practices in private industry, as they should be in the public sector if society is to use the same collective bargaining format in both parts of the economy.

Unlike the management side of collective bargaining relationships in the public service, unions involved are not subject to many unique problems, except where they are denied the right to strike and are saddled with either arbitration or consultation. Among the problems that the unions complain of are delays at every stage in the bargaining process, the absence of definitive management spokesmen at the negotiating table, and the limited scope of bargaining, to which reference has already been made.

Despite the beguiling and deceptive appeal of compulsory arbitration in public service disputes, governments and politicians in many instances have recently shied away from this alternative, even in the face of the persistent pressures that have been brought to bear upon them.

"To one who is both a cynic and a sceptic with regard to politicians," Crispo continued, "this commendable restraint appears something of a mystery. In part it may be fear of a labour backlash, although this hardly seems likely, given the limited signs of an effective labour vote in most parts of the country. It may also be caused by a feeling that the right to strike in many branches of the Public Service has been granted so recently that it should not be revoked until given a better chance to demonstrate its viability as a dispute-settling technique.

"On a more Machiavellian plane, Crispo went on, the explanation could be that the politicians are

waiting for the public to become so 'fed up' with work stoppages that they can gain far more than they lose, in terms of electoral support, by curbing such stoppages. Finally, it may well be that politicians realize why standing compulsory arbitration is not the desirable and feasible alternative it is so often and misleadingly held out to be."

An even more telling drawback of compulsory arbitration, Crispo insists, is its effect on the collective bargaining process. It stands to reason that unless the parties are in a clear-cut, pattern-following situation, they will be cautious about engaging in anything like goodfaith bargaining, lest their position be further compromised if and when they are forced to arbitration. To put it another way, there is a strong inducement on both sides to hold back something for the anticipated trading-off process that almost inevitably occurs in arbitration.

Forced-choice or one-or-other arbitration—or, to put it in its most appealing terms—final-offer selection, is designed in part to get around this problem. Because the arbitrators under this system can choose only between the final and most reasonable positions of the parties on each of the outstanding issues, the presumption is that the normal corrosive effect of standing compulsory arbitration on the bargaining process will be alleviated, if not eliminated in its entirety.

Compulsory arbitration can also have a very undesirable effect on union leaders and their decision-making processes. If union leaders know that arbitration is automatically the final step in the event of

an impasse, they may choose to avoid the difficult decisions that they are forced to face when contemplating strike action.

If the answer does not lie in standing compulsory arbitration, one must query where it does rest. From Crispo's point of view, **the solution lies, in the first instance, in the acceptance and toleration of public service strikes, unless and until they jeopardize public health, welfare or safety.** There is no other answer consistent with the preservation of meaningful collective bargaining in the Public Service, where it is just as important to the continuation of the present socio-economic-political system as it is in the private sector.

This leads, then, to a discussion of what should be done if the public health, welfare or safety is really threatened by a work stoppage. For Crispo, the answer lies in the arsenal-of-weapons or choice-of-procedures approach to the problem. The first advantage of this approach is that it leaves the parties in considerable doubt and uncertainty as to what will transpire if their squabble gets out of hand. This is important, as any fixed and known response to such a situation can be allowed for by the parties, built into their strategies, and rendered less effective, if not futile. Another advantage stems from the fact that such an approach allows for measures tailor-

made to the particular dispute. Compulsory arbitration also should be an option, but only on an ad hoc basis as a last resort when all else has failed, and the public health, welfare or safety is really threatened by reliance on any lesser remedy.

Crispo concluded his address with the observation that, although collective bargaining in general is under attack, it is particularly suspect and vulnerable in the Public Service. This is to be expected, given the wave of strikes that have beset public services, previously almost uninterrupted by industrial disputes. Yet such disputes were themselves to be anticipated sooner or later, as public servants began to demand the same collective bargaining rights as employees in the private sector of the economy.

Comparing the extension of collective bargaining in the public sector in recent times to the same extension in private sectors after World War II, one can take comfort from the fact that, after a short time, relations settled down in the industrial sector and assumed the fairly stable form that has continued to this day. We can expect that a similar settling and stabilizing pattern will soon begin to establish itself in the public service.

DISCRIMINATION IN THE PUBLIC SERVICE

Women do not do nearly as well as men in the public service, and most of the standard explanations for their lower status do not in fact explain it, according to Dr. Kathleen Archibald. Many people

believe, for instance, that women don't do as well as men because they have less education and they do not hold on to their jobs as long. It is true that women have less education and higher turnover rates.

These two factors explain some of the difference in status, but not all of them, says Archibald, because when men and women with the same education and experience are compared, a large difference shows up. In general, the women are making much lower salaries than the men. In fact, the more education and experience a woman has, the worse off she is compared with her male counterparts. The only exception to this is at the educational apex; if a woman has a doctorate, she does as well as her male counterparts.

When you add it all up, Archibald insists, it's pretty clear that there is discrimination against women. There are even signs of overt prejudice; some people, men and women, come right out and say they don't think women are capable of holding responsible jobs; and more signs of covert prejudice: those who don't say it but act as if they believe it. But she is convinced that **the major source of discrimination is not in these individual prejudices but in institutional factors that have an influence on everyone in the system.** The problem is that the Public Service was designed as a

system of manpower utilization and it has adjusted only in a very creaky fashion to being a system of manpower utilization.

When the "merit system" of selecting government employees was first introduced in Canada in 1908, no one was thinking enough about women workers to bother to exclude them. But, to the horror of the then Civil Service Commission, the merit system brought a flood of women into public service. By the end of the first year, the Commission estimated that 23.3 per cent of all government employees, including labourers, in Ottawa were women. The percentage for the entire Public Service in 1967 was only 27.3 per cent.

The Commissioners moved swiftly to "solve" this awful problem. In 1909, they limited appointments at all but the lowest levels of the service almost entirely to men and, even at these bottom levels, allowed deputy heads to specify whether they wanted a man or a woman. They didn't want many women; those they did were generally hired as stenographers and typists, whereas men were employed as general clerks. Not surprisingly, general clerks could move up to administrative and executive levels; typists could not.

Despite the fact that many more women entered the labour force during World War I—or perhaps because of it—discrimination on the basis of sex was given more status at the end of the war, Archibald continued. Again, restrictions on women were eased during World War II, but, at the end of that war, women were expected—despite their varied service while the men were overseas—to work in “female” jobs, and the ban on married women was reinstated for another 10 years.

The 1961 Civil Service Act didn’t say competitions could be limited on the basis of sex, nor did it say they couldn’t. **So it was not until the mid-1960s, with the ratification of the ILO Convention and the passage of the Public Service Employment Act, that discrimination in prescribing selection standards for women was officially prohibited.**

Think, for a moment, about what all this means in terms of the situation we are faced with today. For instance, one of the reasons women earn less than men is because they are in different kinds of jobs. Certain occupations became “female” because these were the only fields in which women could be sure of a welcome. The current occupational distribution sorts men into high-paying jobs and women into low-paying jobs, largely because this is the way the sorting system was designed in 1909. The Canadian Government has been committed to “equal pay for equal work” from the beginning, but almost everybody then believed women were worth less.

How did the Civil Service solve this problem in the early days? By putting women in different kinds of jobs—segregating them—by, in short, gerrymandering the boundaries of “equal work.”

If one looks at the so-called female occupations today, the speaker noted, one finds that the career ladders are shorter and the salary rungs are closer together. That’s the way such ladders were constructed several decades ago—not to make it easier for the weaker sex to climb, but purposefully to slow their ascent. This is one of the reasons why increasing experience and education tend to leave women further and further behind their male counterparts. One suspects that the reason women with doctorates manage to do as well as their male counterparts is because most fields offering a doctorate are “male” fields.

We tend to concentrate on the differences between men and women rather than on the similarities. These differences have been elaborated into a symbolic distinction between masculine and feminine that is very old, very basic and still has considerable strength and universality. While making these strong distinctions between male and female, we nevertheless use the male terms as the generic ones, ipso facto defining women as something different than human and, in fact, often as something less than human.

Archibald emphasized that, if women are to move to equality in employment opportunity, the work world will have to become a place for persons—a place where human beings are human beings, not where men are men and women are something else. She thinks it is true that, as more and more women take on roles that have in the past been exclusively male, men are left with fewer and fewer symbolic resources by which to define their masculinity. **The place for maleness is decreasing, but so is the place for femaleness. Women are pushing into what has been male territory because they have lost much of their own territory.**

But the territory Archibald is talking about is not a finite physical entity. It is a social-psychological construction, and the beautiful thing about such constructions is that they are magical: they are only real for as long as we believe they are real. When we recognize that both male territory and female territory are quite limited, we will perhaps discover that the territory of personhood, of common humanity, is vast—and so underdeveloped that it presents opportunities for all of us not only to find meaning but to create it.

INFLATION AND GOVERNMENT CONTROLS

A contingency plan that could be applied equitably to all sectors of the economy for use in outbreaks of serious inflation, if a crisis and a consensus exist, was called for in a resolution passed at the 43rd annual meeting of the Canadian Chamber of Commerce, held in Ottawa from September 17 to 20.

This recommendation, the Chamber noted, is parallel with a similar one, contained in the Report of the Prices and Incomes Commission, that suggests Canada would be compelled to enforce controls in a time of emergency.

An additional resolution, asking immediate invocation of inflation controls by government, was referred to the Chamber's national directors for further consideration. Proposed by the Greater Victoria Chamber of Commerce, the resolution argued for controls "not as a permanent feature of Canadian economic life, but as a means of immediately controlling further

inflation until an acceptable solution is found to regulate wages and prices in such a way as to be non-inflationary."

Outgoing President N. V. German asserted that, "What is required immediately is the co-operation of all three segments of our society to work together as a team. **Only through this national effort will we be able to avoid wage and price controls and tighter monetary and fiscal policies that may ultimately have to be used to keep inflation down.**"

Recapping the past year's work of the Chamber, German noted the persistent efforts to have Bill C-253, an Act to Amend Part V of the Canada Labour Code, withdrawn. He described its replacement, Bill C-183, as an improvement, but added that the technological

change clauses in the new Bill are still far from satisfactory. Representations were made by the Chamber on amendments to the Tax Reform Bill, and German stated his confidence that the Government would act on the recommendations.

He also emphasized his belief that a national industrial strategy was needed for Canada, adding that **"the Canadian Chamber, with other business associations, is actively assisting the Government in formulating an industrial strategy."** Absence of an industrial strategy, he continued, makes legislation in the area of foreign ownership very difficult, as the assessment could become a personal and subjective judgment on the part of the Minister, or of the Government.

incoming Chamber President A. J. Ellis affirmed his belief in the competitive free enterprise system 'that permits the profit motive proper scope, as **the best way to achieve economic growth, jobs, and a higher standard of living for all Canadians.**' He noted with approval the relationships existing between the federal Government and the Canadian Chamber, adding that the meetings that the Chamber has been holding with senior government officials will be more frequent, in order to "reach a greater level of rapport and understanding."



A. John Ellis

Who must bear the financial burden of disruption wrought by technological change? This was the question posed to delegates by Bryce Mackasey, then Minister of Manpower and Immigration, in his address to the Chamber. "I do not intend to answer that question," he added, "but leave it up to the conscience of the members of this organization."

The Minister stated that he has always welcomed technological change, because it has created employment in many areas—television, aerospace and computer industries, for example. **But he said he refused to believe that increased productivity is more important than people, or that Canadian employers are so lacking in enterprise that they cannot overcome the cost of becoming good employers.**

Mackasey enumerated a number of the Canada Manpower programs designed to assist employers and workers: Canada Manpower Consultative Service; Canada Manpower Training; Canada Manpower Mobility; and Training-on-the-Job;—and added that "if employer good will and corporate responsibility are required to make a collective agreement work successfully, employer co-operation is required to match jobs and workers. All the federal programs in support of the industrial sector aren't worth a damn unless employers make use of them."

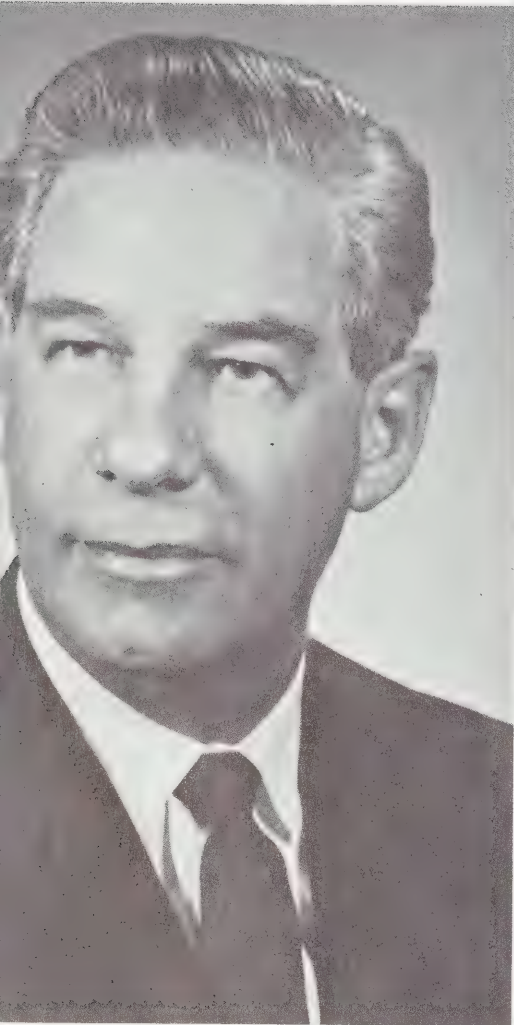
LABOUR'S VIEWS

Bill Dodge, Secretary-Treasurer of the Canadian Labour Congress, expressed labour's views at the conference. Referring to the crisis caused by President Nixon's announcement of the 10 per cent surcharge on imports, Dodge said, "The position we took, while we



Hon. Bryce Mackasey

shared the general concern, was that the surcharge should not precipitate far-reaching Canadian action until its true effects were known and the surcharge showed signs of becoming permanent. Some Canadian authorities, no doubt because it fitted in with their customary views anyway, demanded the immediate imposition of wage and price controls, retaliatory trade restrictions, or withdrawal of primary products from export.



William Dodge

"We opposed all of these measures and took a 'wait-and-see' attitude. Although we are not out of the woods on Domestic International Sales and Corporations (DISC) and the Burke-Hartke proposals yet, we think our position was wise, and we were glad to see that the general atmosphere in the country was one of relative calm."

Dodge referred also to the desire expressed in the public forum for a greater share in the financial gains from resource exploitation. Noting that profits made by resource industries are coming increasingly under taxation, he said, "The end of the era of the 'corporate welfare bums' is in sight, whether or not the NDP wins the election on October 30."

UNEMPLOYMENT AND INFLATION

André Raynauld, Chairman of the Economic Council of Canada, sketched some of the problems involved in balancing inflation with unemployment so that maximum benefit accrued for the majority of Canadians. He observed that past methods of balancing these two factors are being questioned as to the "relative importance of changes in price expectations, difficulties in interpreting unemployment figures, and structural and regional shifts in accounting for the apparent worsening in the unemployment-inflation trade-off." He concluded by saying that **a great deal of research is still needed to better understand the relationship between unemployment and inflation.**

A working paper for a Canadian industrial strategy was presented to the conference by the then Minister of Industry, Trade and Commerce, Jean-Luc Pepin. The proposal for a policy that will "provide a co-ordinated framework within which governments and the private sector can act with greater certainty and confidence" was presented to start discussion



André Raynauld

within the Canadian industrial relations field on the shape that an industrial strategy should assume.

Other speakers to address the 800 delegates in Ottawa included Ronald S. Ritchie, Senior Vice-President and Director of Imperial Oil Limited, and A. Olaf Wolff, President of Microsystems International Limited and Chairman of the Foreign Investment and National Industrial Strategy Committee of the Chamber.

GENERAL TOPICS

EMPLOYMENT REVIEW

There were declines in both employment and unemployment between August and September. In percentage terms, the decrease in employment was more than usual, but in unemployment it was less than usual. This accounted for an increase in the seasonally adjusted unemployment rate from 6.7 in August to 7.1 in September.

The actual size of the labour force (not seasonally adjusted) declined to 8,840,000 in September from

9,274,000 in August. The labour force was 218,000, or 2.5 per cent, higher than a year ago.

Not seasonally adjusted, the number of employed persons decreased from 8,771,000 in August to 8,381,000 in September. All industries showed declines between these months, the largest decreases being in manufacturing, 85,000, and in service, 84,000. Employment was 193,000, or 2.4 per cent, higher than a year earlier.

There were 459,000 unemployed persons in September compared with 503,000 in August, and 434,000 in September 1971. These figures are not seasonally adjusted. The unadjusted unemployment rate, representing the actual number of unemployed as a per cent of the labour force, was 5.2 in September, 5.4 in August, and 5.0 in September 1971.

The seasonally adjusted employment level decreased from 8,361,000 in August to 8,310,000 in September. The employment level showed a large decline among persons 14 to 24 years of age; the level was virtually unchanged for persons 25 years old and above. British Columbia, the Atlantic region and Ontario showed small increases.

The seasonally adjusted unemployment rate was 7.1 in September. This increase occurred among persons 25 years of age and older, and the larger increase was among women. The unemployment rate increased in the Atlantic region,

Ontario and British Columbia, decreased in Québec, and was unchanged in the Prairie region.

UNEMPLOYMENT INSURANCE

During October 1972, 29,214 investigations were completed across Canada. Of those, 18,544 were on-premises investigations and 3,449 were selective investigations to verify the fulfilment of statutory conditions.

The remaining 2,142 formal investigations and 5,079 post audit investigations were in connection with claimants suspected of making false statements to obtain benefits. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 2,728. Prosecutions were begun in 60 cases, all against claimants.

JANUARY CREDITS

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PRICE INDEXES

CONSUMER, SEPTEMBER, 1972

The consumer price index (1961=100) rose 0.4 per cent to 141.8 in September from 141.3 in August. This increase contrasts with declines of 0.2 per cent between these two months in each of the preceding three years. Advances of 0.7 and 0.8 per cent in the food and clothing indexes were mainly responsible for the increase. The housing component rose 0.2 per cent and transportation 0.1 per cent. There was a decrease of 0.2 per cent in the recreation and reading index, and the health and personal care and tobacco and alcohol components were unchanged. The all-items index was 5.3 per cent higher than a year ago, the largest increase for any 12-month period in recent years.

The food index rose 0.7 per cent to 146.7 in September from 145.7 in August, and was 9.7 per cent higher than a year ago. Restaurant meal prices advanced 1.2 per cent, 7.3 per cent higher than a year ago. The level of prices for food consumed at home rose 0.6 per cent, 10.2 per cent above its level of a year ago.

Vegetable prices declined, on average, 8.5 per cent. This is below normal for the time of year, with lower quotations on most fresh vegetables outweighing increases on some canned and frozen items. In contrast to the declines in the level of fruit prices that have usually occurred between August and September in recent years, the September fruit prices rose 1.1 per cent as most fresh, canned, frozen and dried fruits recorded advances. Since September 1971, vegetable prices advanced more than 15 per cent and fruit prices less than 6 per cent.

The meat, fish and poultry index was 1.1 per cent higher in September. Pork prices rose 2.3 per cent and beef prices 0.6 per cent, with most cuts contributing to the advance. Poultry prices declined slightly, owing to lower quotations for turkey. Since September 1971, the meat, fish and poultry index rose 15 per cent, with pork prices advancing, on average, more than 26 per cent. Egg quotations advanced 4.1 per cent in September to reach a level more than 15 per cent above that of a year ago. The bakery and cereal products index increased 0.5 per cent between August and September as higher prices were recorded for items such as corn flakes, macaroni and biscuits. There were small price increases for fluid milk

and most other dairy products. Butter prices declined slightly because of special prices in Toronto and Vancouver. Increases of 7.4 per cent for ground coffee, 4.7 per cent for instant coffee, and nearly 5 per cent for sugar were registered. Higher quotations were also recorded for infants food, jelly powder and honey. The housing index rose 0.2 per cent to 144.1 from 143.8 as a result of increases of 0.2 per cent in both the shelter and household operation components. It was 4.6 per cent above its level of a year ago. Within the shelter component, the home-ownership element advanced 0.2 per cent because of increases in the indexes for new houses and repairs. Rents also increased 0.2 per cent.

Household supplies, which increased in price an average of 1.5 per cent, were responsible for the rise in the household operation component. Furniture prices increased 0.4 per cent, and appliance prices declined 0.5 per cent, with decreases for items such as refrigerators, electric stoves and vacuum cleaners. Gas stove and electric iron quotations were higher. The floor coverings index declined 0.9 per cent because of scattered sales on carpets. Prices for dishes and glass stemware continued to rise.

The clothing index advanced 0.8 per cent to 132.4 from 131.3 and was 2.2 per cent higher than a year ago. Footwear prices increased 2.0 per cent with higher quotations for all items surveyed. Since September 1971, footwear prices have advanced 5.1 per cent. Clothing service charges increased because of generally higher charges for dry cleaning, laundry and shoe repairs. An increase of 0.6 per cent in the men's wear index resulted from higher prices for a number of outer garments, including suits, slacks and topcoats. Scattered sales reduced the price of stocks and underwear.

The women's wear index advanced 0.5 per cent, owing to higher prices for winter coats, pyjamas and dresses, and other items. A number of women's garments, including hosiery and underclothes, recorded lower prices because of sales. The children's wear component rose 0.1 per cent, with higher prices for boys slacks and girls cotton dresses. Piece goods declined 0.3 per cent, reflecting sales on cotton and woolen materials.

The transportation index advanced 0.1 per cent to 134.4 from 134.3 and was 2.6 per cent above its level of a year ago. A slight increase in the automobile operation component outweighed a seasonal decline in the train fares index. The rise in the automobile operation element resulted chiefly from general increases in most mechanical and body repair items, and batteries.

The health and personal care index was unchanged from its August level of 150.0 and was 5.2 per cent above its September 1971 level. In the latest month, sales for toilet soap, cleansing tissues and toothpaste contrasted with increases in the prices of shaving cream and razor blades.

The recreation and reading index declined 0.2 per cent to 140.2 from 140.5, and was 3.1 per cent higher than a year ago. Increased magazine prices were outweighed by a 0.4 per cent decrease in the recreation element. The decrease for recreation resulted from scattered price reductions for television sets and stereo combinations that outweighed higher quotations for phonograph records and television repairs. The recreation and reading index was 3.1 per cent above its level of a year ago.

The tobacco and alcohol index was unchanged from its August level of 132.9 and was 2.5 per cent above its September 1971 level.

Consumer price index items, when classified by commodities and services, offer another view of the incidence of the change in prices. Between August and September, the services index rose 0.2 per cent because of higher charges for automobile repairs and lubrication, television repairs, shoe repairs, dry cleaning and laundry, together with increased rents.

The total commodities index rose 0.4 per cent mainly because of the 0.7 per cent advance in food prices, though the index for non-durables, excluding food, rose 0.4 per cent as a result of higher quotations for clothing, household cleaning supplies and phonograph records. On the other hand, durables decreased 0.3 per cent as reductions for appliances, home entertainment equipment, carpets, and automobile tires outweighed higher prices for furniture, dishes, glass stemware and automobile batteries.

Between September 1971 and September 1972, the index for services advanced 5.4 per cent, and that for total commodities increased 5.2 per cent.

CITY CONSUMER

Between August and September, consumer price indexes rose in 11 regional cities and declined in one. The movements ranged from an increase of 0.9 per cent in Winnipeg to a decrease of 0.2 per cent in St. John's, Nfld.

Food indexes advanced in all cities except St. John's and Halifax as higher quotations were recorded for most pork products, eggs, sugar, fresh fruit, and other foods such as corn flakes, infants food, tea and coffee. The larger increases were registered in Ontario, Québec and the Prairie Provinces.

Lower prices were prevalent in most of the cities surveyed for a number of items including some

beef cuts, fresh vegetables, turkey, shortening and cake mix. Housing components rose in 7 cities, declined in 2 and were unchanged in 3; the increases were caused mainly by slightly higher rents and increased prices for many household supply items, especially soap flakes, detergents and scouring powder.

The clothing indexes that normally advance in September increased in all cities, reflecting higher prices for footwear, men's suits and dress slacks, women's coats and pyjamas and girls cotton dresses, and increased charges for laundry, dry cleaning and shoe repairs. Transportation components rose in 7 cities, declined in 3 and were unchanged in 2.

Increased prices for a number of automobile maintenance and repair items contributed to the increase. The components for health and personal care, and for recreation and reading, registered mixed movements across the country; tobacco and alcohol indexes were unchanged from the previous month.

Regional consumer price index point changes between August and September were, on the base 1961=100: Winnipeg +1.2 to 135.2; Edmonton-Calgary +1.0 to 134.6; Toronto +.7 to 136.6; Ottawa +.5 to 137.9; Saskatoon-Regina +.5 to 129.7; Halifax +.3 to 132.8; Saint John +.3 to 132.7; Montreal +.3 to 132.9; Vancouver +.2 to 133.1; St. John's -.2 to 132.1. On the base 1969=100: Québec City +.6 to 108.3; Thunder Bay +.5 to 108.9.

City indexes are not as comprehensive in price content as the Canada consumer price index, and may underestimate slightly the de-

gree of price movements occurring. In this connection, the shelter component of the city indexes moves on the basis of changes in rents only; changes in both rents and home-ownership costs are included in the Canada index.

As a result of home-ownership costs having increased more rapidly than rents, the housing and all-items indexes for cities underestimate somewhat the rates of price increases, particularly over longer periods. Plans are being made by Statistics Canada to incorporate home-ownership prices in city indexes.

WHOLESALE

The general wholesale index (1935-39=100) moved up 1.1 per cent in September to 314.0 from the revised August index of 310.6. It was 7.8 per cent higher than the September 1971 index of 291.4

Four of the eight major group indexes were higher, three declined and the remaining one, non-metallic mineral products, was unchanged at 234.8. The non-ferrous metal products group index rose 4.8 per cent to 271.6 from the revised August index of 259.2.

An advance of 2.7 per cent to 252.9 from 246.2 in the vegetable products group index reflected price increases for sugar and its products, livestock and poultry feeds and grains.

Higher prices for spruce, cedar and fir contributed to an increase of 1.2 per cent in the wood products group index to 443.5 from the revised August index of 438.1. The chemical products group index rose slightly to 245.6 from 245.1

Three groups declined slightly—animal products to 376.4 from 377.2; textile products to 280.9 from 281.7; and iron products to 323.2 from 323.3

LEGAL DECISIONS

The British Columbia Supreme Court granted an injunction restraining a company from contracting out work.

This was an application by the International Brotherhood of Pulp, Sulphite and Paper Mill Workers for an interim injunction to restrain the defendant, Crown Zellerbach Canada Limited, from contracting out work covered by a collective agreement.

The union submitted that the work the company sought to contract out—maintenance work—was customarily done by union members, and further, that the company's declaration of its intention to contract out the work was a

clear breach of the collective agreement. Alternatively, if this was not a clear breach, it was undoubtedly a question falling within the arbitration provisions in the agreement or deemed to be in the agreement, and should therefore be arbitrated under the agreement.

The company contended that the matter was not arbitrable and that no breach of the agreement had occurred, as the agreement was silent on the question of management rights and contracting out.

In granting the injunction, the Court held that the interest of the union was to represent its members and preserve the integrity of

the collective agreement, and to see to its performance. Contracting out the work would no doubt cause the workers to suffer a financial loss for which they would not be compensated. Further, the company had ample time in which it could have had the issue arbitrated under the terms of the agreement, and if it had considered the issue non-arbitrable, it could have asked for a declaration of the court to that effect.

(International Brotherhood of Pulp, Sulphite and Paper Mill Workers v. Crown Zellerbach Canada Limited British Columbia Supreme Court. August 22, 1972) (CLLC 14, 137).

DECISIONS OF THE UMPIRE

UB 3133

The claimant filed an application for benefit in which he reported having been employed as a general worker, on probation, when his fellow workers went on strike. Thus it was impossible for him to work until the dispute was over. He had the option of joining the union to get strike pay. The claimant added that he thought he was eligible for unemployment insurance.

In his submission to the board of referees, the insurance officer stated that a labour dispute indeed existed at the claimant's place of work when the bargaining agreement between the Union and the employer expired. Several meetings between the employer and the union had resulted in accord being reached on several minor issues, but the prime issues—wages and working conditions—were not resolved.

A wildcat walkout occurred, when approximately 430 production employees left their jobs to protest

that negotiations were proceeding too slowly. These men remained off work one day, but returned to their next scheduled shift.

A few days later, a second wildcat walkout occurred and approximately the same number of production workers left their jobs and remained away from work for four days.

The day after the strike deadline was extended to enable the parties to resume bargaining, an official strike was called by the union and all employees on that scheduled shift. Subsequent shifts failed to report for work.

After examining the evidence, the insurance officer notified the claimant that he was disqualified from receiving benefit because he had lost his employment by reason of a work stoppage due to a labour dispute "at the factory, workshop or other premises" at which he was employed.

In support of his appeal to the board of referees, the claimant pointed out that he was not involved in any way in the strike that began before he had completed 30 days of probationary work; that he was not eligible for union membership and could not vote in favour of or against the strike; that he could not perform picket duties or receive strike pay; that he was ready to work, and it was through no fault of his that he was not working; and that he was under the impression he should be entitled to unemployment insurance benefits.

The claimant appeared before the board of referees where it was determined that there had been a work shortage and a loss of em-

ployment to all persons "in the labour force" as a result of the strike. By a majority, the board decided to disallow the appeal.

The dissenting member said: "This claimant did not participate in the strike, and in fact continued at work during the period of wildcats listed in the (submission to the board of referees). Therefore, he did not participate in the strike. He did not register for picket line duty nor attempt to get any benefits. He paid no union dues and therefore did not contribute financially to the dispute. There is no assurance of re-employment, and therefore no direct interest on his part or on the part of any members of his grade or class of workers . . . I recommend that the appeal be allowed. The claimant appealed to the Umpire.

Various decisions of the Umpire down the years have held that being a probationary worker, or not being a member of a striking union, or not being entitled to vote in a labour dispute, does not show that such a person does not have a direct interest in the dispute when his conditions of work at the end of the probationary period will be the same as his fellow workers.

The claimant has not shown that his contract of service had been permanently severed, even if there was uncertainty as regards his recall to work.

Although I regret the unfortunate financial position of the claimant, I cannot decide the case in his favour on that ground for I consider that, on the facts, the majority decision of the board of referees is well founded and is in accordance with established jurisprudence. The appeal is dismissed.

CONCILIATION

During October the Minister of Labour appointed conciliation officers to deal with the following disputes:

Canadian National Hotels Limited (Nova Scotian Hotel), Halifax, N.S., and Hotel and Restaurant Employees and Bartenders International Union, Local 662 (Conciliation Officer: R. L. Kervin).

Marine Industries Limited, Montréal, Qué., and Seafarers' International Union of Canada (Conciliation Officer: S. T. Payne).

Victoria Cablevision Ltd., Victoria, B.C., and International Brotherhood of Electrical Workers, Local 230 (Conciliation Officer: R. F. Langford).

Eastern Offshore Services Limited, Mulgrave, N.S., and International Longshoremen's Association, Local 1976 (Conciliation Officer: R. L. Kervin).

La Voix de l'Est Limitée (Radio CHEF), Granby, Qué., and le Syndicat National des Employés de la Voix de l'Est (CSN) (Conciliation Officer: G. R. Doucet).

Anvil Mining Corporation Limited, Whitehorse, Y.T., and Local 1051, United Steelworkers of America (Conciliation Officer: D. H. Cameron).

Towboat Industrial Relations Association (representing certain member towboat companies) and Canadian Brotherhood of Railway Transport and General Workers (Conciliation Officer: D. H. Cameron, assisted by Industry Specialist, D. S. Tysoe).

Towboat Industrial Relations Association (representing certain member towboat companies) and Seafarers' International Union of Canada (Conciliation Officer: D. H. Cameron, assisted by Industry Specialist, D. S. Tysoe).

Canadian Broadcasting Corporation and Radio Producers Association (Conciliation Officer: G. R. Doucet).

La Compagnie Gaspésienne de Radiodiffusion Limitée, New Carlisle, Qué., and le Syndicat des Employés de CHNC (CSN) (Conciliation Officer: J. J. de Gaspé Loranger).

Settlements by conciliation officers. Logistec Corporation; Terminus Maritime Inc., and Clarke Traffic Service Ltd., Sept-Îles, Qué., and United Steelworkers of America, Local 5197 (Conciliation Officer: S. T. Payne) (LG, Dec. 1972, p. 41).

Bank Truck Transport Limited, Rexdale, Ont., and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Locals 938, 91, 06 and 880 (Conciliation Officer: H. A. Fisher) (LG, Nov. 1972, p. 95).

McNeil Transport Limited, Brockville, Ont., and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 91 (Conciliation Officer: Kenneth Hulse) (LG, Aug. 1972, p. 134).

Charlottetown Steamship Company Limited; Coopérative de Transport Maritime et Aérien; and H. B. Willis Incorporated, Charlottetown, P.E.I., and Labourers' Protective Union, Local 9568 (Conciliation Officer: C. A. Ogden) (LG, Oct., p. 545).

Conciliation board appointed. Télécable of Québec Inc., Québec, Qué., and Canadian Union of Public Employees (representing Operating Employees and Salesmen) (LG, Nov. 1972, p. 595).

Conciliation board fully constituted. The Board of Conciliation and Investigation established to deal with a dispute between Nordair Limited, Montréal International Airport, and International Association of Machinists and Aerospace Workers, Lodge 2309 (representing employees of the maintenance, traffic, operations and stores division) (LG, Dec. 1972, p. 642) was fully constituted

with the appointment of A. C. Dennis of Lakefield, Ont., as chairman. Mr. Dennis was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee F. G. Hamilton, Toronto and union nominee Adrien Villeneuve, Longueuil, Qué.

Conciliation board reports received. National Harbours Board, Port of Montréal and Seafarers' International Union of Canada (LG, Nov. 1972, p. 596). (Full text appears in Supplement No. 7, 1972).

Transair Limited, Winnipeg International Airport, and Canadian Air Line Flight Attendants' Association (LG, Nov. 1972, p. 596). (Full text appears in Supplement No. 7, 1972).

MacKays Transport Company Ltd., Lloydminster, Alta., and General Teamsters, Local 362 (LG, Nov. 1972, p. 596). (Full text appears in Supplement No. 6, 1972).

Canadian National Hotels Limited (Chateau Laurier Hotel), Ottawa, Ont., and Canadian Brotherhood of Railway, Transport and General Workers (LG, Oct. 1972, p. 546). (Full text appears in Supplement No. 6, 1972).

Settlement reached by conciliation board. Midland Superior Express Limited, Calgary, Alta., and International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Locals 362 and 979 (LG, Nov. 1972, p. 595).

Settlements reached after conciliation board procedure. Transair Limited, Winnipeg International Airport, and Canadian Air Line Flight Attendants' Association (see above).

National Harbours Board, Port of Montréal, and the National Syndicate of Employees of the Port of Montréal (CNTU) (representing general forces, grain elevator and cold storage employees) (settled with the mediation assistance of C. E. Poirier and S. T. Payne) (LG, Oct. 1972, p. 546).

Canadian National Hotels Limited (Chateau Laurier Hotel), Ottawa, Ont., and Canadian Brotherhood of Railway, Transport and General Workers (settled with the mediation assistance of A. R. Gibbons) (see above).

United Grain Growers Limited; Alberta Wheat Pool; Saskatchewan Wheat Pool; Burrard Terminals Limited, and Pacific Elevators Limited, Vancouver, B.C., and Grain Workers' Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (settled with the mediation assistance of D. S. Tysoe and D. H. Cameron) (LG, Nov. 1972, p. 596).

CERTIFICATION

The Canada Labour Relations Board met for four days during October. The Board granted nine applications for certification, rejected three, permitted the withdrawal of one, and ordered representation votes in two. Seven requests to vary previous Orders of Certification, and one application for revocation of certification, were granted. During the month, the Board received four applications for certification, four requests for review, and one application for revocation of certification.

Applications for certification granted. Canadian Brotherhood of Railway, Transport and General Workers was certified as the bargaining agent of a unit of unlicensed personnel employed by Atlantique Cruise Lines Ltd., North Sydney, N.S., aboard its M/V "St. Ninian" (LG, Sept. 1972, p. 490).

International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Local 574, was certified as the bargaining agent of a unit of employees of Consolidated-Bathurst Limitée, employed in its Chaleurs Division at New Richmond, Qué., in the loading and unloading of boats (LG, Sept. 1972, p. 490).

Cartage & Miscellaneous Employees' Union, Local 931, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, was certified as the bargaining agent of a unit of local and long-distance drivers and helpers of Kenwood's Moving and Storage Limited, working in and out of its Montreal terminal (LG, Oct. 1972, p. 544).

Seafarers' International Union of Canada was certified as the bargaining agent of a unit of unlicensed employees aboard the vessels operated by Coopérative de Transport Maritime et Aérien, Cap-aux-Meules, Iles-de-la-Madeleine, Qué. (LG, Nov. 1972, p. 594).

Teamsters Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen, and Helpers of America was certified as the bargaining agent of a unit of truck drivers employed by Ed's Construction (Yukon) Limited, Whitehorse, Y.T. (LG, Nov. 1972, p. 594).

The Association of Employees of Grey Goose Bus Lines Ltd., Thiesen Bus Lines Ltd., and Red River Motor Coach Lines Ltd., was certified as the bargaining agent of a unit of clerks, mechanics, and cleaners employed in Manitoba and Ontario by Grey Goose Bus Lines Ltd., Winnipeg, Man. (LG, Nov. 1972, p. 594).

Teamsters Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, was certified as the bargaining agent of separate unit of drivers employed in the Yukon Territory by (a) Don's Backhoe Service, Whitehorse, Y.T., and (b) Art Smith Construction Limited, Whitehorse, Y.T. (LG, Nov. 1972, p. 594).

General Truck Drivers and Helpers Local 31, International Brotherhood of Teamsters, Chauffeurs Warehousemen and Helpers of America, was certified as the bargaining agent of a unit of drivers employed by Les Reichelt Trucking Ltd., Burnaby, B.C. (LG, Nov. 1972, p. 594).

Applications for certification rejected. National Association of Broadcast Employees and Technicians, applicant, and CKAC Limitée, Montréal, Qué., respondent. The application was rejected because the Board considered that it had been abandoned by the applicant (LG, Sept. 1972, p. 490).

International Brotherhood of Electrical Workers, Local 264, applicant, British Columbia Television Broadcasting System Limited, Burnaby, B.C., respondent, and International Association of Broadcast Employees and Technicians, intervener. The application was rejected because the Board considered that it had been abandoned by the applicant (LG, Oct. 1972, p. 544).

General Truck Drivers' Union, Local 938, Teamsters, Chauffeurs, Warehousemen and Helpers' Union, Local 141, Teamsters, Chauffeurs, Warehousemen and Helpers Union, Local 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, and Lou's Transport Company Limited, Rexdale, Ont., respondent. The application was rejected because the Board considered that it had been abandoned by the applicant (LG, Dec. 1972, p. 640).

Representation vote ordered. The Board has ordered a representation vote in an application for certification made by the Brotherhood of Locomotive Engineers affecting a unit of 22 firemen, helpers and hostlers employed by the Ontario Northland Railway, North Bay, Ont. The United Transportation Union, bargaining agent of the employees affected, intervened to contest the application. The names of both unions appear on the ballot (Returning Officer: J. G. Hoba) (LG, Dec. 1972, p. 640).

In separate applications for certification in respect of employees of Karlsen Shipping Co. Ltd., Halifax, N.S. made by (a) Seafarers' International Union of Canada for a unit of unlicensed employees aboard the company's vessel "Martin Karlsen," and (b) the Canadian Brotherhood of Railway, Transport and General Workers for a unit of unlicensed employees aboard the company's vessels "Brandal" and "Minna," the Board found that the appropriate bargaining unit in each application consisted of some 35 unlicensed employees aboard the three vessels. It ordered that a representation vote be taken with the names of both applicants on the ballot (Returning Officer: R. L. Kervin) (LG, Aug., p. 439, Nov. 1972, p. 594).

Application for certification withdrawn. International Union, United Plant Guard Workers of America, Local 1962, applicant, CFTO-TV Limited, Toronto, Ont., respondent (security guards) and Brian E. Port, et al., interveners (LG, Oct. 1972, p. 544).

Application for revocation of certification granted. The Board granted the application made by Northern Wings Limited, Sept-Îles, Qué., for revocation of the Order issued on May 19, 1960, which certified the International Association of Machinists (now, the International Association of Machinists and Aerospace Workers) as the bargaining agent of a unit of ground service personnel employed by the company. There are no longer employees in the certified bargaining unit and the IAM did not object to the application (LG, Oct. 1972, p. 543; 1960, pp. 466, 707, 923).

Requests for review granted. In separate requests for review made by Teamsters Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America of previous Orders of Certification, the Board directed that the following Orders be amended by deleting the name of Building Material, Construction and Fuel Truck Drivers' Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, wherever it appears therein and by substituting its new name, Teamsters Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America:

(a) Order dated June 10, 1970, affecting a unit of employees of Builders Supplyland (Division of

Stratford Motel (Yukon) Ltd.) Whitehorse, Y.T. (LG, Dec. 1972, p. 640; 1970, p. 583, 657);

(b) Order dated March 5, 1971, affecting a unit of employees employed in the Yukon Territory by Humphrey Construction Ltd., North Vancouver, B.C. (LG, Dec. 1972, p. 640; 1971, p. 121, 397);

(c) Order dated June 4, 1968, affecting a unit of employees of Yukon Enterprises Limited, Whitehorse, Y.T. (LG, Dec. 1972, p. 640; 1968, p. 411, 481);

(d) Order dated June 13, 1968, affecting a unit of truck drivers of General Enterprises Limited, Whitehorse, Y.T. (LG, Dec. 1972, p. 640; 1968, p. 481, 543); and

(e) Order dated March 5, 1971, affecting a unit of railway operating employees of The British Yukon Railway Company, Vancouver, B.C. employed in the Yukon Territory (LG, Dec. 1972, p. 640; 1971, p. 329, 398).

The Board directed that its Order issued on May 13, 1968, which certified Syndicat national des employés des Minoteries Phénix (CSN) as the bargaining agent of a unit of employees of les Minoteries Phénix Limitée, be amended by deleting the names of the certified bargaining agent and the company wherever they appeared, and by substituting their new names, Syndicat national des employés des Farines Phénix Ltée and

Farines Phénix Limitée. The request was made by the bargaining agent (LG, Nov. 1972, p. 593; 1968, p. 411, 480).

The Board directed that its Order dated February 18, 1970, certifying Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, as the bargaining agent of a unit of employees at the Montreal terminal of M & P Transport Ltd., Edmonton, Alta., be amended by deleting the name of M & P Transport Ltd. wherever it appeared and substituting its new name, Continental Express Lines Ltd. The request was made by the bargaining agent (LG, Nov. 1972, p. 593; 1970, p. 309, 371).

Applications for certification received. Seafarers' International Union of Canada on behalf of a unit of unlicensed employees of Les Armateurs du St-Laurent Inc., Québec, Qué., employed aboard its vessels (Investigating Officer: S. T. Payne).

The Canadian Mine Workers, Local Number 1, on behalf of a unit of employees of Cassiar Asbestos Corporation Limited, Toronto, Ont., employed at its Clinton Mine, Clinton Creek, Y.T. (Investigating Officer: R. F. Langford).

Oil, Chemical and Atomic Workers' International Union, Local 9-666, on behalf of a unit of employees of Canadian-Montana Gas Company Limited, Calgary, Alta., employed at its Pendant d'Oreille and Black Butt camps in Southern Alberta (Investigating Officer: A. A. Franklin).

Canadian Association of Broadcast Employees on behalf of a unit

of employees of Niagara Television Limited, Hamilton, Ont. (Investigating Officer: M. K. Carson).

Requests for review received.

Teamsters Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America is the applicant in requests for review in seeking to have it substituted for General Teamsters' Union, Local 181, with which it merged in the Spring of 1972, in the following Board's Orders of Certification:

(a) Dated January 25, 1972, certifying General Truck Drivers and Helpers Local 31, General Teamsters Union Local 181, General Teamsters Local 362, and General Drivers, Warehousemen and Helpers Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, as the bargaining agent of a unit of drivers, lead hands, and mechanics employed by Alltrans Express Ltd., Burnaby, B.C., at its bases in Burnaby and Terrace, B.C., Calgary and Edmonton, Alta., and Winnipeg, Man. (LG, Apr. 1972, p. 198; 1971, p. 747);

(b) Dated September 2, 1970, certifying General Truck Drivers and Helpers' Local 31 and General Teamsters Union Local 181, International Brotherhood of Teamsters, Chauffeurs, Warehousemen

and Helpers of America as the bargaining agent of a unit of office employees and a unit of operational employees employed by Chapman Transport Limited, Kelowna, B.C. (LG 1970, p. 583, 796);

(c) Dated January 27, 1972, certifying the General Truck Driver and Helpers' Local 31, General Teamsters Union Local 181, General Teamsters Local 362, Chauffeurs, Teamsters and Helpers' Local 395, and General Drivers Warehousemen and Helpers' Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America as the bargaining agent of a unit of operational employees employed by Millar & Brown Ltd., Cranbrook, B.C. (LG, Apr. 1972, p. 198; 1971, p. 747);

(d) Dated May 4, 1964, certifying General Truck Drivers and Helpers' Local 31 and General Teamsters Local 181, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America as the bargaining agent of a unit of driver employees employed by Van-Kam Freightways Ltd., North Burnaby B.C. (LG 1964, p. 397, 493).

Application for revocation of certification received Steve Ockoski, Cecil McKnight, et al., applicants, National Association of Broadcast Employees and Technicians, respondent union, and The Sudbury Broadcasting Company Limited, Sudbury, Ont., respondent employer, in respect of the Order of Certification issued by the Board to the respondent union under date of April 28, 1971, for a unit of operating employees at radio stations CHNO and CFBR (LG 1971, p. 50, 476).

PUBLICATIONS IN THE LIBRARY

LIST NO. 285

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. Please indicate the numeral of the item and the month listed when requesting loans.

ABSENTEEISM

No. 1—Great Britain. Department of Employment. Research and Planning Division. Absenteeism; a study ... by Richard M. Jones. London, HMSO, 1971. 49 p.

AGE AND EMPLOYMENT

No. 2—U.S. Department of Labor. Employment Standards Administration. Age discrimination in employment act of 1967; a report

covering activities under the Act ... submitted to Congress ... in accordance with Section 13 of the Act. [Washington, GPO] Library has: 1972.

ARBITRATION, INDUSTRIAL

No. 3—Hyman, Richard. Disputes procedure in action; a study of the engineering industry disputes procedure in Coventry. London, Heinemann Educational Books [1972] 150 p.

ARBITRATION, INDUSTRIAL—COMPULSORY

No. 4—Portus, John Hereford. Australian compulsory arbitration, 1900-1970. [Sydney, Australia] Hicks Smith and Sons [c1971] 120 p.

CANADA—BIBLIOGRAPHY

No. 5—Read Canadian: a book about Canadian books, edited by

Robert Fulford, David Godfrey and Abraham Rotstein. Toronto, James Lewis & Samuel, 1972. 275 p.

CIVIL SERVICE

No. 6—Beattie, Christopher. Bureaucratic careers: Anglophones and Francophones in the Canadian Public Service [by] Christopher Beattie, Jacques Désy [and] Stephen Longstaff. [Ottawa, Information Canada, 1972] 652 p.

COLLECTIVE BARGAINING

No. 7—Great Britain. Department of Employment. Research and Planning Division. The reform of collective bargaining at plant and company level; a study ... by P. A. L. Parker, W. R. Howes and A. L. Lumb. Directed by W. E. J. McCarthy. Research consultant: G. S. Bain. London, HMSO, 1971. 115 p.

No. 8—International Labour Office. Collective bargaining and the challenge of new technology. Geneva, 1972. 71 p.

No. 9—Regional Trade Union Seminar on New Perspectives in Collective Bargaining, Paris, 1969. New perspectives in collective bargaining; papers prepared for a regional trade union seminar, Paris, November 4-7, 1969. [Paris] OECD, 1971. 190 p.

DAY NURSERIES

No. 10—Canadian Council on Social Development. Day care; report of a national study by the Canadian Council on Social Development. Ottawa, 1972. 133 p.

DISADVANTAGED

No. 11—Conference Board. Employing the disadvantaged: a company perspective, by Allen R. Janger. New York, 1972. 76 p.

ECONOMIC POLICY

No. 12—Downie, Bryan McKay. An assessment of Canada's Prices and Incomes Commission, by Bryan M. Downie [and] P. Bruce Buchan. Project director: Henrik O. Helmers. Kingston [Ont.] Queen's University, School of Business [1970] 38 p.

ECONOMICS

No. 13—Choudhry, Nanda K. The TRACE econometric model of the Canadian economy [by] Nanda K. Choudhry [and others. Toronto, c1972] 166 p.

No. 14—Johnson, Harry Gorden. Macroeconomics and monetary theory. [1st ed] London, Gray-Mills Pub. Ltd. [1971] 214 p.

EMPLOYMENT MANAGEMENT

No. 15—Stahl, Oscar Glenn. The personnel job of government managers. Chicago, Public Personnel Association [1971] 185 p.

HOURS OF LABOUR—REDUCTION

No. 16—Edmonton. Personnel Department. Training and Development Branch. The extended work week experiment. [Edmonton] 1972. 23 p.

INDUSTRIAL DISPUTES

No. 17—Kidd, Peter. The Winnipeg General Strike. [Toronto, Clark, Irwin, 1972] 13 pieces (in portfolio). Contents—1. Propaganda poster from the Russian Revolution. 2. Pages 1-3 and 19 of the National Civic Federation Review for March 5, 1919. 3. Four pages from the Rev. Wellington Bridgman's tract, Breaking Prairie soil (1920). 4. Membership card in the One Big Union, 1919. 5. The Western Labor News, May 30th, 1919. 6. Placard: "Permitted by Authority of the Strike Committee." 7. Page from the Winnipeg Telegram, June 6th, 1919. 8. The Winnipeg Citizen, June 11th, 1919. 9. The Western Labor News, June 23rd, 1919. 10. Four-page excerpt from the debate

of June 2nd, 1926, in the House of Commons, Ottawa. Two broad sheets: 1. General Strike, written and compiled by Peter Kidd. 2. General Strike; labour become militant—Notes on exhibits.

No. 18—U.S. Congress. Senate Committee on Labor and Public Welfare. Subcommittee on Labor. National emergency disputes: 1971-72. Hearings, Ninety-second Congress, first and second sessions, on S.560 [and others]; legislation relating to settlement of emergency labor-management disputes. Washington, GPO: 1972— Library has: vols. 1, 2.

INDUSTRIAL PSYCHOLOGY

No. 19—Barrados, Maria. Autonomy in work. 2nd ed. [Ottawa: Queen's Printer] 1970. 38 p.

No. 20—Levinson, Harry. Organizational diagnosis [by] Harry Levinson, with Janice Molinari and Andrew G. Spohn. Cambridge, Mass., Harvard University Press: 1972. 557 p.

INDUSTRIAL RELATIONS

No. 21—California public employee relations, March 1972. Berkeley, University of California Institute of Industrial Relations: 1972. 77 p. Partial contents: Public employee bargaining in California: the Meyers-Milius-Brown Act in the courts, by Joseph R. Grodin. Impasse resolution and strikes, by

bert G. Howlett. Recent developments in California public jurisdictions.

No. 22—Industrial Relations Research Association. Proceedings of the Twenty-fourth annual winter meeting, December 27-28, 1971, New Orleans. Edited by Gerald G. Smers. [Madison, 1972] 434 p.

INDUSTRY

No. 23—Ontario industrial review. 1961- Toronto, 1962?— Library has: 1961-1971.

INTERNATIONAL LABOUR ORGANIZATION

No. 24—International Labour Office. Report of the Director-General [to the] International Labour Conference, fifty-seventh session, Geneva, 1972. First item on the agenda. Geneva, 1972. 2v. Contents: pt. 1. Technology for freedom; man in his environment, the ILO contribution. pt. 2. Activities of the ILO, 1971. Fr. and Eng.

INVESTMENTS, FOREIGN

No. 25—Foreign direct investment in Canada. [Ottawa, Information Canada, 1972] 523 p.

KING, WILLIAM LYON MACKENZIE

No. 26—Pickersgill John Whitney. The Mackenzie King record. [Toronto] University of Toronto Press 1960-1970] Contents: v.1 1939-1944. v.2. 1944-1945. v.3. 1945-1946. v.4. 1947-1948.

LABOUR CONDITIONS

No. 27—Hameed, Syed Mohammad Abdul, ed. Work and leisure in Canada, edited by S. M. A. Hameed and D. Cullen. [Edmonton] University of Alberta, Faculty of Business Administration and Commerce [1971?] 142 p.

LABOUR COSTS

No. 28—Great Britain. Department of Employment. Labour costs in Great Britain, 1968. London, HMSO, 1971. 71 p.

LABOUR ORGANIZATION

No. 29—Briggs, Asa. Essays in labour history, 1886-1923; edited by Asa Briggs and John Saville. [Hamden, Conn.] Archon Books, 1971. 360 p. Partial contents: Keir Hardie's conversion to socialism, by F. Reid. The triple industrial alliance, 1913-1922, by P. S. Bagwell. Ramsey MacDonald and the Labour Party, by C. L. Mowat. The Clyde Workers' Committee and the dilution struggle, by J. Hinton. The foundation of the Co-Operative Party, by S. Pollard. Guild socialism and the labour research department, by M. Cole. The Building Guilds, by F. Matthews.

No. 30—Descamps, Eugène. Militier. [Paris] Fayard [1971] 269 p.

No. 31—Kearney, Robert Norman. Trade unions and politics in Ceylon. Berkeley, University of California Press [1971] 195 p.

LABOUR STATISTICS

No. 32—Great Britain. Department of Employment. British labour statistics year book. 1969- London, HMSO, 1971- Library has: 1969.

LABOURING CLASSES

No. 33—Ames, (Sir) Herbert Brown. The city below the hill. With an introduction by P. F. W. Rutherford. [Toronto] University of Toronto Press [c1972] 116 p. This work, first published in 1897, is a sociological study of a portion of the City of Montreal.

No. 34—Durand, Michelle. Mutations industrielles et conflits sociaux [par] Michelle Durand, Roland Guillon [et] Claude Hagege. [Paris] Université Paris Sud, Centre de recherches en sciences sociales du travail, 1970. 252 p.

LEAVE OF ABSENCE

No. 35—Conference Board. Policies on leaves for political and social action, by Grace J. Finley. New York, 1972. 38 p.

MINES AND MINING—HISTORY

No. 36—Wyman, Walker De Marquis. The underground miner, 1860-1910: labour and industrial change in the Northern Rockies. [Ann Arbor, Mich., University Microfilms, 1972] 403 p.

MOTOR TRUCK TRANSPORT

No. 37—International Labour Office. Basic and advanced vocational training in road transport. Third item on the agenda. Geneva, 1972. 64 p.

No. 38—International Labour Office. Working conditions applying to persons employed in road transport. Second item on the agenda. Geneva, 1972. 102 p.

OLDER WORKERS

No. 39—Vroman, Wayne. Older worker earnings and the 1965 social security amendments. [Washington, GPO, 1971] 77 p.

POLLUTION

No. 40—Conference Board. Canadian Office. Pollution control in Canada: government and industry view-points; a symposium held in Montreal, September, 1971. Ottawa [1972] 78 p.

PUBLIC WELFARE

No. 41—Waterloo Lutheran University. Graduate School of Social Work. Trans-disciplinary issues in social welfare, edited by Paul C. Vrooman. Waterloo [Ont., 1972] 83 p.

RACE PROBLEMS

No. 42—International Confederation of Free Trade Unions. Race and prejudice. [Brussels, 1971?] 30 p.

SOCIAL PROBLEMS

No. 43—Canadian Council on Social Development. The one-parent family; report of an inquiry on one-parent families in Canada. Ottawa, 1971. 167 p.

SOCIAL SECURITY

No. 44—U.S. Social Security Administration. Office of Research and Statistics. Social security programs throughout the world, 1971. [Washington, GPO, 1972] 249 p.

SOCIOLOGY, INDUSTRIAL

No. 45—Sinclair, Peter. Authority and technology. 2nd ed. [Ottawa, Information Canada, 1971] 118 p.

TORONTO TRADES ASSEMBLY

No. 46—Labour Council of Metropolitan Toronto. Year book. 1971-Toronto [1971?-] Library has: 1971.

UNEMPLOYMENT

No. 47—Murray, Merrill Garver. The treatment of seasonal unemployment under unemployment insurance. [Kalamazoo, Mich.] W.E. Upjohn Institute for Employment Research, 1972 [c1971]

WAGE POLICIES—GOVERNMENT

No. 48—Organization for Economic Co-operation and Development. Economic Policy Committee. Working Party No. 4. Discussions ... on 8-9th March, 1972 on recent developments in prices and incomes policies and collective bargaining. (Report by the chairman ...) Paris, 1972. 53 p.

WAGES AND HOURS

No. 49—Gould, John P. Davis-Bacon Act; the economics of prevailing wage laws. Washington, American Enterprise Institute for Public Policy Research [c1971] 44 p.

No. 50—Nova Scotia. Department of Labour. Economics and Research Division. Current and historical trends in average weekly wages and salaries by industry for Nova Scotia 1961 to 1967. Halifax [1968] 28 p.

No. 51—U.S. Congress. Senate Committee on Labor and Public Welfare. Subcommittee on Labor. Fair labor standards amendments of 1971. Hearings, Ninety-second Congress, first session, on S. 186 and S. 2259 ... and related bills. Washington, GPO, 1971—

WOMEN—EMPLOYMENT

No. 52—Ontario. Women's Bureau. Career selector. [Toronto, 1972] Contents: Business, finance and office. Communication and creative arts. Community service and education. Health and paramedical. Science and technical. Service and retailing.

WOMEN—LEGAL STATUS, LAWS, ETC.

No. 53—Oakley, Ann. Sex, gender and society. London, Temple Smith [c1972] 220 p.

WORKS COUNCILS

No. 54—Canada. Department of Labour. Labour-Management Consultation Branch. Labour-management consultation in the public service. [Ottawa, Information Canada, 1971] 6 p. Eng. and Fr.

LABOUR STATISTICS

Principal Items	Date	Amount	Percentage Change from	
			Previous Month	Previous Year
(in thousands)				
TOTAL CIVILIAN LABOUR FORCE*				
Week ended October 14, 1972		8,878	+ 0.4	+ 2.1
Employed.....	October	8,395	+ 0.2	+ 1.7
Agriculture	"	504	- 6.3	- 4.4
Non-agriculture	"	7,891	+ 0.6	+ 2.1
Paid workers	"	7,371	+ 0.7	+ 2.3
At work 35 hours or more	"	3,747	- 44.8	- 4.5
At work less than 35 hours	"	4,269	+ 252.2	+ 7.0
Employed but not at work	"	378	- 1.6	+12.5
Unemployed.....	"	483	+ 5.2	+ 8.1
Atlantic	"	51	+ 4.1	+13.3
Québec	"	172	+ 8.2	+ 6.2
Ontario	"	139	- 0.7	+ 2.2
Prairie	"	54	+ 8.0	+ 5.9
British Columbia	"	67	+ 9.8	+26.4
Without work and seeking work	"	462	+ 3.8	+ 8.7
On temporary layoff up to 30 days	"	21	+ 40.0	-
INDUSTRIAL EMPLOYMENT (1961 = 100)†.....				
Manufacturing employment (1961 = 100)†.....	July	130.8	- 1.2	+ 0.7
	"	123.2	- 1.6	+ 2.1
MIGRATION.....				
Destined to the labour force.....	1st 6 mths. 1972	54,313	-	- 8.2
	"	27,113	-	-12.3
STRIKES AND LOCKOUTS				
Strikes and lockouts	September	93	+ 4.5	-21.2
No. of workers involved	"	33,211	- 9.8	+18.5
Duration in man days	"	467,310	- 27.8	+63.1
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†.....	July	149.69	+ 0.4	+ 7.9
Average hourly earnings (mfg.)†.....	"	3.53	+ 0.6	-
Average weekly hours paid†.....	"	39.4	- 2.2	+ 8.0
Consumer price index (1961 = 100)	"	140.2	+ 1.2	+ 4.5
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡ ..	"	133.1	- 1.9	+ 3.8
Total labour income (millions of dollars)†.....	"	479.2	- 2.6	+ 9.8
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100).....	September	195.2	+ 1.5	+ 3.9
Manufacturing	"	191.4	+ 0.9	+ 3.4
Durables	"	217.1	+ 0.8	+ 2.4
Non-durables	"	171.1	+ 1.0	+ 4.5
NEW RESIDENTIAL CONSTRUCTION**				
Starts	September	20,998	+ 9.8	-
Completions	"	16,606	- 12.0	-
Under construction	"	163,148	+ 2.6	-

Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes

Advance data.

Preliminary.

Centres of 10,000 population or more.

STRIKES AND LOCKOUTS

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first tables in this section cover strikes and lockouts that amount to 10 or more man-days. The number of workers involved includes workers reported on strike or lockout, whether or not they all belonged to the union directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

STRIKES AND LOCKOUTS, 1967-1972

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year				Per Cent Estimated Work Time Lost
		Strikes and Lockout	Workers Involved	Man-Days	Duration in Man-Days	
1967	498	522	252,018	3,974,760		0.0
1968	559	582	223,562	5,032,730		0.0
1969	566	595	306,799	7,751,880		0.0
1970	503	542	261,706	6,539,560		0.0
†1971	547	569	239,631	2,866,590		0.0
†1971—August	63	126	28,767	369,510		0.0
September	40	118	28,021	286,600		0.0
October	38	101	36,673	316,470		0.0
November	46	94	20,240	232,810		0.0
December	27	81	14,171	152,590		0.0
†1972—January	39	80	16,967	133,640		0.0
February	35	78	28,153	239,330		0.0
March	40	89	231,680	370,120		0.0
*April	38	94	232,706	1,812,570		1.1
*May	50	107	62,198	1,026,810		0.0
*June	55	117	118,587	1,209,780		0.0
*July	36	106	92,102	1,162,030		0.0
*August	29	89	36,823	647,360		0.0
*September	42	93	33,211	467,310		0.0

* Preliminary. † Revised.

STRIKES AND LOCKOUTS, SEPTEMBER, 1972, BY INDUSTRY, (PRELIMINARY)

Industry	Number Beginning During Month	In Effect During Month		
		Strikes and Lockouts	Workers Involved	Man-Days
Forestry	3	3	815	5,490
Mines	—	3	2,550	25,200
Manufacturing	24	58	14,032	131,670
Construction	2	4	1,462	28,170
Transportation and utilities	4	10	12,510	254,980
Trade	5	5	728	4,350
Finance	—	—	—	—
Service	2	8	1,041	16,280
Public administration	2	2	73	1,170
ALL INDUSTRIES	42	93	33,211	467,310

STRIKES AND LOCKOUTS, SEPTEMBER, 1972, BY JURISDICTION (PRELIMINARY)

Jurisdiction	Number Beginning During Month	In Effect During Month		
		Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	4	7	2,197	22,400
Prince Edward Island	—	—	—	—
Nova Scotia	1	1	2,700	18,900
New Brunswick	—	—	—	—
Quebec	13	30	5,509	58,200
Ontario	10	28	19,414	334,700
Manitoba	1	5	657	5,600
Saskatchewan	—	—	—	—
Alberta	1	1	103	2,000
British Columbia	10	16	2,189	20,500
Federal	2	5	442	6,600
ALL JURISDICTIONS	42	93	33,211	467,310

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, SEPTEMBER 1972 (PRELIMINARY)

Industry			Duration in Man-Days		Starting Date	Major Issues Results
Employer	Union	Workers Involved	September	Accu- mulated	Termination Date	
Location						
Forestry						
MacMillan-Bloedel Co. Ltd., Port Hardy, B.C.	Woodworkers Loc. 1-363 (AFL-CIO/CLC)	150	150	150	Sept. 7 Sept. 7	Dispute over meal money— Return of workers when settle- ment was reached.
James MacLaren Co.— Woodland Division, Papineau-Labelle Park Area, Qué.	Carpenters Loc. 2817 (AFL-CIO/CLC)	450	4,050	4,050	Sept. 8 Sept. 20	Wages, hours—Not reported.
La Compagnie Price Ltée., Price, Cte Matane, Qué.	Woodworkers Federation (U.C.C.)	215	1,290	1,290	Sept. 13 Sept. 20	Wages, hours—Not reported.
Mines						
IRON ORE						
Iron Ore Co. of Canada, Labrador City, Nfld.	Steelworkers Locs. 5795 & 6731 (AFL-CIO/CLC)	1,550	12,400	97,650	June 16 Sept. 13	Wages, other benefits—50¢ an hr. increase retroactive Mar. 1, 1972, 12½¢ Mar. 1, 1973, 12¢ Mar. 1, 1974; northern allow- ances increased, other im- proved fringe benefits.
Iron Ore Co. of Canada, Schefferville, Qué.	Steelworkers Loc. 5567 (AFL-CIO/CLC)	600	4,800	36,600	June 20 Sept. 13	Wages, working conditions, pension plan—50¢ an hr. in- crease retroactive to Mar. 1, 1972, 12½¢ Mar. 1, 1973, 12¢ Mar. 1, 1974; northern allow- ances increased, other im- proved fringe benefits.
Lornex Mining Corp., Highland Valley, B.C.	Steelworkers Loc. 7619 (AFL-CIO/CLC)	400	8,000	25,200	July 3 —	Hours of work—
Manufacturing						
FOOD AND BEVERAGES						
Dare Food (Biscuit Division) Ltd., Kitchener, Ont.	Brewery Workers Loc. 173 (AFL-CIO/CLC)	380	7,200	32,850	May 26 —	Wages, Hours—
Bonavista Cold Storage Ltd., Bonavista, Nfld.	Food Workers Loc. 1253 (AFL-CIO/CLC)	357	7,740	24,220	June 29 —	Wages, hours, overtime pay, paid holidays—
Chaine Coopérative du Saguenay, St-Bruno, Lac St-Jean, P. Qué.	Commerce Employees (CNTU)	330	6,600	11,550	Aug. 14 —	Wages, hours, other benefits—
Gorton Pew, Magdalen Islands, P. Qué.	Steelworkers (AFL-CIO/CLC)	425	8,500	14,450	Aug. 14 —	Not reported—
Fishery Products Ltd., Burin, Nfld.	Food Workers (AFL-CIO/CLC)	180	360	360	Sept. 1 Sept. 4	To protest latest wage increase under the final year of a 3-yr. contract—Return of workers.

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, SEPTEMBER 1972 (PRELIMINARY) (CONT.)

Industry			Duration in Man-Days		Starting Date	Major Issues
Employer		Workers Involved	Accu- September mulated		Termination Date	
Location	Union					Results
TOBACCO PRODUCTS						
Simon Cigar Co. Ltd., St. Laurent, Qué.	Tobacco Workers Loc. 328 (AFL-CIO/CLC)	280	5,600	17,360	July 5 —	Not reported—
TEXTILES						
Brinton Carpets, Lindsay, Ont.	Textile Workers' Union Loc. 1381 (AFL-CIO/CLC)	264	3,700	12,680	July 14 Sept. 22	Wages—Not reported.
WOOD						
Northwood Pulp Sawmill Div., Prince George, B.C.	Woodworkers Loc. 1-424 (AFL-CIO/CLC)	200	500	500	Sept. 8 Sept. 12	Not reported—Not reported.
Northwood Pulp Sawmill Div., Prince George, B.C.	Woodworkers Loc. 1-424 (AFL-CIO/CLC)	270	810	810	Sept. 13 Sept. 18	Protesting lack of safety conditions and dissatisfaction with foremen—Return of workers when injunction issued.
Canadian Forest Products, Hunting-Merritt, B.C.	Woodworkers Loc. 1-427 (AFL-CIO/CLC)	200	2,600	2,600	Sept. 13 —	Not reported—
Prince George Pulp & Paper, Prince George, B.C.	Pulp & Paper Workers of Canada Loc. 9 (IND.)	100	100	100	Sept. 14 Sept. 14	Not reported—Not reported.
B.C. Forest Products, Mackenzie, B.C.	Pulp & Paper Workers of Canada Loc. 18 (IND.)	220	1,540	1,540	Sept. 21 —	Wages, working conditions—
Northwood Pulp Sawmill Div., Prince George, B.C.	Woodworkers Loc. 1-424 (AFL-CIO/CLC)	250	1,250	1,250	Sept. 25 —	Not reported—
PAPER						
Domtar Packaging Ltd., Calgary, Alta.	Pulp & Paper Mill Workers Loc. 170 (AFL-CIO/CLC)	103	210	210	Sept. 13 Sept. 18	Wages, other benefits—30¢ to 50¢ an hr. increase first year retroactive to May 1972, 31¢ the second year.
La Compagnie Price Ltée., Kénogami, Qué.	Pulp & Paper Workers' Federation (CNTU)	1,250	3,130	3,130	Sept. 20 Sept. 22	Dispute over reduction of work gangs in shipping section—Return of workers pending further negotiations.
PRIMARY METALS						
Holmes Foundry, Sarnia, Ont.	Auto Workers Loc. 456 (CLC)	317	630	630	Sept. 11 Sept. 13	Not reported—Return of workers.
Sydney Steel Corp., Sydney, N.S.	Steelworkers Loc. 1064 (AFL-CIO/CLC)	2,700	18,900	18,900	Sept. 21 —	Wages, pension benefits—
METAL FABRICATING						
Manitoba Bridge and Engineering Works, Winnipeg, Man.	Steelworkers Loc. 4087 (AFL-CIO/CLC)	275	2,200	19,800	June 1 Sept. 14	Wages, hours, fringe benefits—29¢ an hr. increase first year, 27¢ second year, 26¢ the third year—other improved benefits.

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, SEPTEMBER 1972 (PRELIMINARY) (CONT.)

Industry			Duration in Man-Days		Starting Date	Major Issues
Employer		Workers Involved	September	Accu- mulated	Termination Date	
Location	Union					Results
Dominion Bridge Co. Ltd., Winnipeg, Man.	Steelworkers Loc. 4095 (AFL-CIO/CLC)	283	2,260	15,570	June 26 Sept. 14	Wages, fringe benefits—29¢ an hr. increase first year, 27¢ second year, 26¢ the third year; other improved benefits.
Locweld & Forge Products Ltd., Montreal, Qué.	Steelworkers Loc. 2366 (AFL-CIO/CLC)	320	6,400	15,360	July 25	Not reported—
Montreal Construction Assn., Montreal, Qué.	Steelworkers Loc. 2366 (AFL-CIO/CLC)	412	3,710	12,340	Aug. 2 Sept. 19	Security of employment, other matters—Not reported.
Mueller's Ltd., Sarnia, Ont.	Auto Workers Loc. 456 (CLC)	109	1,640	2,240	Aug. 24 Sept. 25	Wages—27¢ an hr. package increase eff. Sept. 1, 1972.
TRANSPORTATION EQUIPMENT						
De Havilland Aircraft of Canada Ltd., Downsview, Ont.	Auto Workers Loc. 112 (CLC)	911	10,930	153,950	Jan. 20 Sept. 20	Wages, other matters—72¢ an hr. increase plus 33¢ an hr. for cost of living over a 3-yr. agreement; other improved fringe benefits.
Gould Manufacturing of Canada Ltd., St. Thomas, Ont.	Machinists Loc. 1975 (AFL-CIO/CLC)	470	5,170	15,980	July 29 Sept. 9	Wages, fringe benefits—Wage increases ranging from 40¢ to 58¢ an hr. over two years.
Canadian Acme Screw and Gear Ltd., Weston, Ont.	Auto Workers Loc. 984 (CLC)	500	500	4,000	Aug. 23 Sept. 5	Refusing to grant the company a second 18-month wage freeze— Plant ceased operations.
NON-METALLIC MINERAL PRODUCTS						
Domtar Construction Materials Ltd., Delson, Qué.	Chemical Workers Loc. 602 (CLC)	100	100	8,900	Apr. 29 Sept. 5	Wages, management rights, other matters—Plant ceased operations.
Cegelec Industrie Inc., La Prairie, Qué.	Metallurgists, Miners and Chemical Workers Federation (CNTU)	170	3,400	17,170	May 10	Delayed negotiations in a new contract—
Pilkington Brothers Canada Ltd., Scarborough, Ont.	Glass and Ceramic Workers Loc. 295 (AFL-CIO/CLC)	685	6,850	45,900	June 12 Sept. 18	Seniority, sick pay—45¢ an hr. increase retroactive to Apr. 2, 1972, 20¢ Apr. 2, 1973, 20¢ Apr. 2, 1974; 6¢ an hr. for cost of living in 1972, 10¢ in 1973 and 10¢ in 1974.
CHEMICAL PRODUCTS						
Dupont of Canada Ltd., Maitland, Ont.	Chemical Workers Loc. 536 (CLC)	535	1,070	47,080	May 1 Sept. 6	Wages—Wage increases according to job classifications over a 32-month agreement; other improvements.
MISCELLANEOUS MANUFACTURING						
F. Baillargeon Ltée. St-Constant, Qué.	Chemical Workers (CLC)	121	120	1,690	Aug. 15 Sept. 4	Not reported—Not reported.
Sperry Gyroscope (Ottawa) Ltd., Ottawa, Ont.	Auto Workers Loc. 641 (CLC)	132	530	2,110	Aug. 16 Sept. 8	Wages, vacations, holidays, better pension plan—8% wage increase first year, 6% second increase over a two-year agreement; other improved benefits.

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, SEPTEMBER 1972 (PRELIMINARY) (CONCL'D)

Industry			Duration in Man-Days	Starting Date	Major Issues	
Employer		Workers Involved	Accu- September	Termination Date	Results	
Location	Union					
Construction						
Canadian Electrical Manufacturers Assoc., Province-wide, Ont.	Elevator Constructors Loc. 90 (AFL-CIO/CLC)	1,200	24,000	24,630	Aug. 29 —	Protest over lack of progress negotiations for a national co tract—
Canadian Electrical Manufacturers Assoc., Lower Mainland, B.C.	Elevator Constructors Loc. 82 (AFL-CIO/CLC)	227	3,630	3,630	Sept. 8 —	Protest over lack of progress negotiations for a national co tract—
Transportation and Utilities						
TRANSPORTATION						
*Canada Steamship Lines Ltd., Montreal, Qué., Thunder Bay, Windsor, Sarnia, and Port Credit, Ont.	Railway Clerks Various locals (AFL-CIO/CLC)	350	5,600	5,600	Sept. 8 —	Wages, hours—
POWER, GAS AND WATER						
Ontario Hydro (Rotating) Province-wide, Ont.	Public Employees Loc. 1000 (CLC)	11,930	247,120	745,860	June 25 —	Wages, job security, workin conditions—
Trade						
Dominion Stores Ltd., Metro Toronto, Ont.	Retail, Wholesale Employees Loc. 414 (AFL-CIO/CLC)	550	3,300	3,300	Sept. 11 Sept. 18	Wages, vacations, job security Not reported.
Service						
EDUCATION						
Ottawa Board of Education, Ottawa, Ont.	Public Employees Loc. 1400 (CLC)	250	250	250	Sept. 13 Sept. 14	Wages—Return of secretaries.
HEALTH AND WELFARE						
Toronto Western Hospital, Toronto, Ont.	Canadian Union of General Employees	675	14,460	39,050	July 12 —	Job classification, sick leav hours—

*Federal jurisdiction.

CANADA DEPARTMENT OF LABOUR PUBLICATIONS

Industrial Relations Research in Canada (annual). An inventory of industrial relations research undertaken by the Department, other government departments, academic institutions and private individuals. (Bilingual). Cat. No. L2-29/1970.

ECONOMICS AND RESEARCH BRANCH

Labour Organizations in Canada (annual). Contains a brief commentary on the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications and the geographic distribution of their local branches in Canada. (Bilingual). Price \$1.50. Cat. No. L2-2/1971.

Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related data show strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 75 cents. Cat. No. L2-1/1970.

Wage Rates, Salaries and Hours of Labour, 1971. Contains the results of occupational wage rates and standard hours of work in major communities and most industries. (Bilingual). \$3.00. Cat. No. L2-554.

Wage Rates, Salaries and Hours of Labour, 1971. An annual report published in loose-leaf form and followed later by a paperback volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in major communities and most industries. First-year service, including attractive binder with index tabs and paperback volume, \$10.00; service without indexed binder, \$7.50; individual tables, free from Surveys Division. Paperback volume, \$3.00. (Bilingual). Cat. No. L2-554.

Working Conditions in Canadian Industry, 1971. (Bilingual). Price \$2.00. Cat. No. L2-15/1971.

Determination of the Appropriate Bargaining Unit by Labour Relations Boards in Canada, by Edward E. Herman, 1966. Occasional Paper No. 5. Price \$3.50. Cat. No. L2-26/5.

Wages in Canada and the United States: an Analytical Comparison, by Martin A. Porter and others. Occasional Paper No. 6. Price \$1.75, Cat. No. L2-26/6.

Economic Growth in Canada, 1921-1967, by J. K. Eaton and K. Ashagrie, 1971. (English or French). \$2.50. Cat. No. L41-970.

WOMEN'S BUREAU

Working Mothers and Their Child-Care Arrangements. A statistical study of the number of working mothers, their work patterns, earnings and occupations; the number and ages of the children of working mothers; and the child-care arrangements of working mothers by their work patterns, occupations and earnings. 1970. (English or French). Free.

Women's Bureau '71. Papers dealing with statistical data on working women; need for perseverance in rectifying injustices affecting working women; actions taken as a result of the Report of the Royal Commission on the Status of Women; and two international agencies with which the Women's Bureau is closely associated. (Bilingual). Free.

Women's Bureau '69; and Women's Bureau '70. Two publications each presenting three papers. The papers deal with the status of women in the labour force and in society, and with various problems encountered by working women. (Bilingual). Free.

Women in the Labour Force, 1971, Facts and Figures. (Bilingual). Free.

LEGISLATIVE RESEARCH BRANCH

Labour Relations Legislation in Canada. A comparative study of the federal and provincial Labour Relations Acts in Canada as they existed at the end of 1968. (A separate reprint, published yearly, updating material in this publication, is available free on request). Price \$3.50. Cat. No. L34-2069.

Labour Standards in Canada. Sets out standards in effect under federal and provincial labour laws regarding child labour, minimum wages, equal pay for equal work, hours of work, weekly rest day, annual vacations with pay, public holidays, fair employment practices, notice of termination of employment, maternity protection (new section) and workmen's compensation. (English or French). Price \$1.00. Cat. No. L2-7/1971.

Workmen's Compensation in Canada. Deals with compensation for employment injury, the basic principles underlying the system, and coverage of the provincial Acts as of December 31, 1967. (Information on changes in workmen's compensation laws is published yearly and is available free on request). 1969. (English or French). Price \$1.00. Cat. No. L34-1969.

ACCIDENT PREVENTION AND COMPENSATION BRANCH

Safety Perspective Sécurité. Periodical designed to assist employers and employees in upgrading accident prevention programs. (Bilingual). Free. Cat. No. L36-2072.

Canada Occupational Safety Manual. Intended as a guide to persons charged with developing and maintaining an accident prevention program. 1. Planning for Safety. 2. Employment Safety Audit Guide. 3. Accident Investigating and Reporting. (English or French). 50 cents each.

Bibliography, Occupational Safety and Health. Lists some 500 selected holdings of Technical Library. Accident Prevention Division, 1971. Free.

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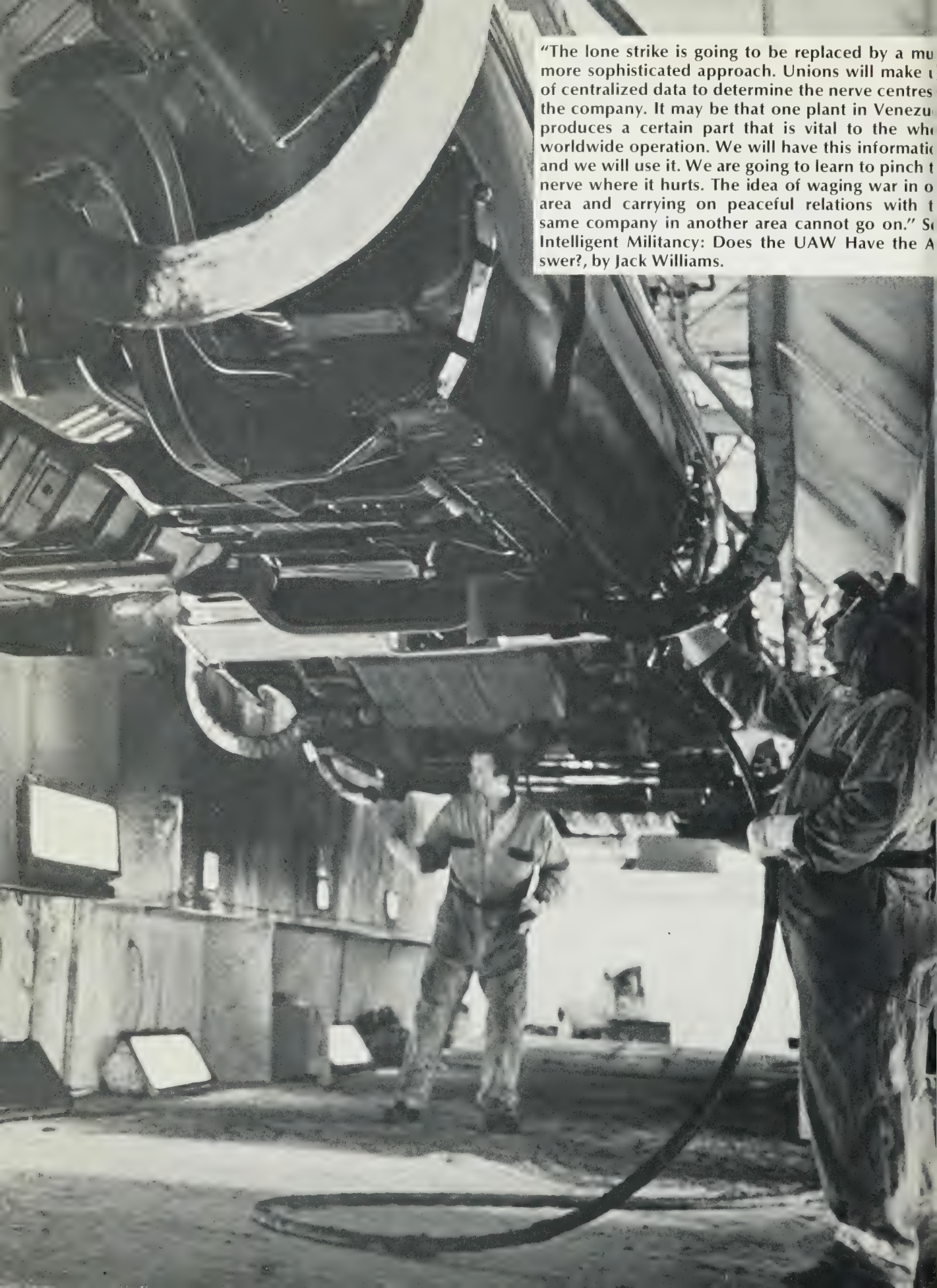




THE LABOUR GAZETTE

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"The lone strike is going to be replaced by a much more sophisticated approach. Unions will make use of centralized data to determine the nerve centres of the company. It may be that one plant in Venezuela produces a certain part that is vital to the whole worldwide operation. We will have this information and we will use it. We are going to learn to pinch the nerve where it hurts. The idea of waging war in one area and carrying on peaceful relations with the same company in another area cannot go on." *Strategic Intelligent Militancy: Does the UAW Have the Answer?*, by Jack Williams.



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NEWS BRIEFS

■ The Canadian Labour Congress has established a Labour Hall of Honour to commemorate the contributions made to the Canadian labour movement by outstanding leaders, members, and friends.

The first two members of the Hall of Honour, elected by the CLC Executive Council, are a former CLC president, Claude Jodoin, and a former president of the Canadian Congress of Labour and the Canadian Brotherhood of Railway, Transport and General Workers, Aaron R. Mosher.

Jodoin, first president of the Canadian Labour Congress, was born in Westmount, Québec, on May 25, 1913. Forced from school into the

workforce during the depression, he became an organizer for the International Ladies' Garment Workers' Union. In 1947 he moved on to manage the Montreal Joint Board of the Dressmakers' Union.

At the local level, Jodoin served as president of the Montreal Trades and Labour Council from 1947 to 1954, was a Montreal city councillor during the same period, and represented Montreal-St. James as a member of the Québec legislature from 1942 to 1944.

He was elected national president of the Trades and Labour Congress of Canada in 1954 after having previously served as vice-president for five years and acting as chairman of its Union Label Committee. In 1956, Jodoin was unanimously elected president of the Canadian Labour Congress in Toronto and was subsequently re-elected at the next five biennial conventions, 1958 to 1966. He also served on the Executive Board and the Governing Body of the International Confederation of Free Trade Unions.

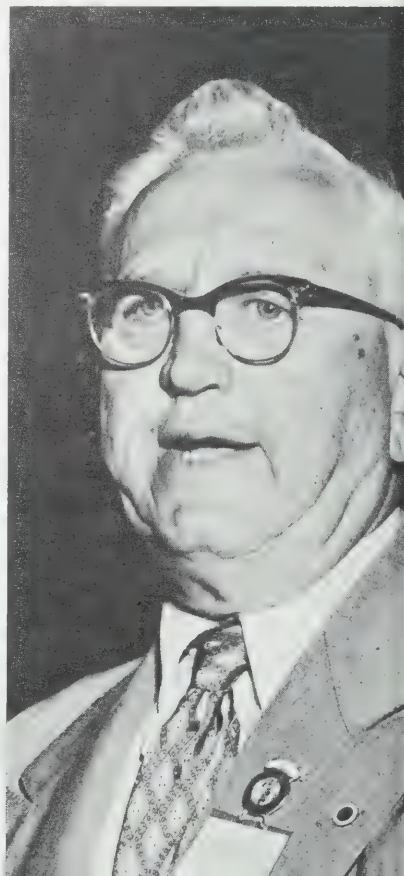
In May 1967, Jodoin suffered a stroke at his Ottawa office; he has been incapacitated in hospital since that date.

Aaron Roland Mosher was the founding president of the Canadian Brotherhood of Railroad Employees, the All-Canadian Congress of Labour, and the Canadian Congress of Labour. Born at Cow Bay, Nova Scotia, in 1881, Mosher worked in a gold mine, then became a freight handler with the Intercolonial Railway at the Halifax



Claude Jodoin

Aaron R. Mosher



eight Sheds. Here he led a one-week strike for improved wages and working conditions.

In 1908, Mosher was unanimously elected grand president at the founding convention of the Canadian Brotherhood of Railroad, Transport and General Workers. He served as national president of his union until 1952, and was appointed honorary president at the convention at which he announced his retirement.

In addition to the work done within his union, Mosher was elected president in 1927 of the All-Canadian Congress of Labour, a centre for national and regional unions. He was president of the Canadian Congress of Labour after its formation in 1940 from the Union of Congress of Industrial Organizations affiliates and the All-Canadian Congress of Labour.

He served as president of the CCL until it merged in 1956 with the Trades and Labour Congress of Canada to become the Canadian Labour Congress. He was appointed honorary president of the CLC and served in that capacity until his death on September 29, 1959.

The CLC plans to nominate two new members each year to the Hall of Honour, and will announce their names on or about Labour Day. Nominees must be in retirement, or deceased for at least five years, and Canadian citizens. The Hall of Honour will be housed at the new CLC headquarters in Ottawa, which will be completed early in 1973.

■ **The United Electrical, Radio and Machine Workers of America, and the United Fishermen and Allied Workers' Union have been granted affiliation with the Canadian Labour Congress.** The CLC executive council approved the applications by more than a two-thirds majority at a meeting in early December 1972.

The UE had been expelled from the old Canadian Congress of Labour in 1949 for non-payment of the per capita tax. This break was preceded by CCL recognition of a rival union, the International Union of Electrical Workers, which was formed during the Communist versus anti-Communist struggle within the UE.

Argument for affiliation of the 24,000-member union was presented by its President, C. S. Jackson, and Secretary-Treasurer George Harris. UE membership in the CLC becomes effective January 1, 1973.

The 5,000-member UFAW was expelled from the Trades and Labour Congress in 1954 for its criticism of the Congress' leadership. Reinstatement of the union had been hindered by the fact that it has officers who are Communists. Homer Stevens, its President, ran as a Communist candidate in the last federal election.

Affiliation of the UE was conditional only on agreement to abide by the aims and constitution of the CLC. The UFAW's jurisdiction, however, is restricted to the Province of British Columbia. This limitation is a concession to the Cana-

dian Food and Allied Workers' Union, which fought a membership battle with the UFAW on the East coast last year.

Admission of the two unions marks a departure from past CLC policy of accepting only those unions that agree to merge with existing CLC affiliates. This policy, designed to eliminate overlapping jurisdictions within the CLC, was abandoned at the May 1972 convention. A resolution was then passed that called for the admission of all legitimate trade unions that agreed to abide by the CLC's goals and constitution.

■ **A 90-day standstill on price, pay, rent, and dividend increases was imposed on Britain, effective November 6, 1972.** Prime Minister Edward Heath announced the freeze during introduction of the draft of the Counter-Inflationary (Temporary Provisions) Bill in the House of Commons. A possible 60-day extension, in addition to the 90-day term, was also provided for in the Bill—to be implemented at the discretion of the Government.

Sanctions to enforce the Bill include fines as high as £400 for violations. Withholding information from the Government could result in a fine of up to £100.

The Trades Union Congress attacked the anti-inflation legislation because it abrogated the right to strike for higher wages and better working conditions. The Labour Party attacked the controls on the grounds that no proposal failing to deal with food prices, public and private rents, school meals, mortgage rates, and taxation of clothing including children's clothing, was fair.



Roy H. Jamha

■ Roy Jamha, President of the Alberta Federation of Labour, has been appointed Chairman of the Alberta Workmen's Compensation Board. Announcing the appointment in the provincial legislature, Premier Peter Lougheed noted that the Government was looking for "a person with an understanding and awareness of the problems of labour people," who would "bring a fresh new approach to the operations of the WCB," and who had a "compassionate awareness of the difficulties of disability and handicap."

Jamha, although confined to a wheelchair with multiple sclerosis, is also a member of the Board of Industrial Relations and the University of Alberta Senate.

■ The Joint Maritime Commission of the International Labour Organization concluded its 21st session at ILO headquarters in Geneva on December 1. The two-week meeting was attended by worker and employer representatives from 18 seafaring ILO members and was held to discuss rapid technological changes taking place in the shipping industry.

Canadians attending the session were J. J. Burke, General Manager of the Canadian Chamber of Shipping, and Leonard J. McLaughlin, President of the Seafarers' International Union. Joe Morris, a representative of the workers' group of the ILO Governing Body, served as one of the co-chairmen at the meetings.

Six major resolutions were passed by delegates. They dealt with: Industrial relations in the shipping industry; holidays with pay for seafarers; protection of young seafarers; flags of convenience; the minimum basic wage of able seamen; and continuity of employment for seafarers. Among the notable recommendations was the call for adoption, when appropriate, of international instruments, either in the form of a convention or recommendation, at the next Maritime Session of the International Labour Conference. Standards for protection of young seafarers were urged covering hours of work and rest periods, specified tasks, and continued education for young seafarers. Regarding the minimum wage for seamen, an increase was called for from \$100 U.S. currency to \$115.

At the end of its meetings, the Commission called on the ILO Governing Body to convene both the Preparatory Technical Maritime Conference proposed for 1974 and the Maritime Session of the International Labour Conference scheduled to be held in 1975. The resolutions approved by the Commission would be considered at those conferences.



Dr. E. P. Neufeld

■ "The international dimension of inflation and its control have become so important that Canada should now, perhaps, take the initiative to develop international co-operation to deal with it." This is an excerpt from a somewhat controversial article, "Inflation and Tight Money: Where are They Taking Us?" that appeared in the May 1970 edition of The Labour Gazette.

The author, Dr. E. P. Neufeld, 45, a University of Toronto Professor of Economics, has been appointed Director of the International Finance Division of the Department of Finance. He will advise on such

matters as exchange rates and the long-term policy of floating the Canadian dollar, and it is expected that he will continue to uphold his position that concessions must be made to the United States in the automobile trade, and that new efforts must be made to stop the simultaneous growth of inflation and unemployment.

■ **Benefits from and contributions to the Canada Pension Plan were increased automatically, effective January 1, 1973.** The increases result from a 2 per cent rise in the pension index, computed in relation to rises in the price index.

The flat rate component of pensions to widows, disabled widowers and disabled contributors goes up to \$28.15 from \$27.60 per month. The widows' and disability pensions a person receives are determined by adding the flat rate component to a second component that is a percentage of the calculated value of the contributor's retirement pension, or the pension a widow's husband would have received.

The maximum death benefit under the Canada Pension Plan payable in a lump sum to the estate of a deceased contributor, increases automatically to \$560 from \$550. Maximum pensionable earnings under the Canada Pension Plan will be \$5,600 in 1973, up from \$5,500 in 1972.

The maximum yearly amount paid by an employee will rise from \$88.20 to \$90.00 a year, that contribution to be matched by the employer. A self-employed person will contribute a maximum of \$180 a year, the 1972 figure being \$176.40. Approximately 400,000 persons are now receiving Canada Pension Plan benefits.

■ **Peter J. Brennan is the new U.S. Secretary of Labor.** Brennan, 54, has been President of the New York City and New York State Building and Construction Trades Councils (AFL-CIO) for the last 15 years.

Starting as an apprentice in the painters' union, he became a master painter and served on the executive of his local union. After a stint in the U.S. Navy during World War II he continued to work with unions in New York City. He was involved in the Workers' Defense League to bring minorities into the apprenticeship



Peter J. Brennan

training programs of the building and construction trades unions, and he was also a member of the National Advisory Committee for the Education of Disadvantaged Children.

In addition to his positions in the Building and Construction Trades Councils, Brennan is a Vice-President of the New York State AFL-CIO. He is married and has a family of three children and five grandchildren.

■ **Dwight M. Storey, 46, Legislative Director in Canada for the United Steelworkers of America, died of a heart ailment December 7, 1972.** Storey had prepared briefs for all government levels and had been a Steelworker spokesman during the past 14 years. He was also involved in arbitration, conciliation and certification proceedings. He served as a delegate to international labour meetings, was a member of the Human Rights Committee of the Canadian Labour Congress, and sat on the Steelworkers International Committee on Human Rights.

■ **The Agricultural Producers' Union has gained the right to be the sole bargaining agent for all 51,160 Québec farmers who earn over \$1,000 a year.** A referendum showed that 74 per cent of the voters were in favour of granting the APU the right to levy compulsory fees.

The Quebec Agricultural Marketing Board will retain supervisory powers over the union, collect the fees from farmers, and then turn them over to the union. Albert Allain, President of the APU, noted that this was probably the first time any farm group in the world had been granted such powers.

50 YEARS AGO

■ Fifty years ago, the Gazette described the employees' magazine—also called the "internal house organ" or "works magazine"—as one of the most effective agencies in the restoration of direct contact between employer and employee—a contact that had largely disappeared in the vast and complicated industrial enterprises of the day.

The Gazette contained an article written by an official of a large British firm explaining why and how one should start an employee magazine. It was reprinted to help those wishing to establish an internal house organ as a means of improving industrial relations within their own firm. Part of the article read as follows:

... "The most successful are those that have really endeavoured to be the production of the employees themselves, recording their various activities and affording them opportunity of expression for their thoughts, and being generally documents pulsating with energy, vitality and broadminded common sense. A works magazine, properly run, is a splendid medium for co-ordinating all the welfare activities in the firm, and is certainly one means of creating that hearty co-operative spirit in industry that is so essential for the future well being of our country.

"Some firms use their magazine as a medium for advertising, and so tend to spoil its popularity with the people whom it ought to serve—the people engaged in the works. The magazine that serves best as an advertising medium

outside is the one that is most popular with the employees inside, and that helps to unite the directors, staff and manual workers into one body.

"Again, if a works magazine is well edited and popular with the work-people, the firm can make it the medium for publishing notices and other information to their employees, and so obviate, in a widely scattered works, the need for posters at the various gates. And also, when directors are desirous of breaking new ground in connection with the welfare of their employees, the pages of the magazine will be found to be the most useful place to carry this out.

"In order to keep interest alive in saving schemes, educational classes, musical societies, and orchestras, continual references to these activities in the pages of the magazine will effect much. Biographical notes and photographs of old employees with long records of service with the firm, and accounts of the various educational and recreational schemes, all tend to continue a fine tradition or to develop one where it does not exist.

"Every endeavour should be made to see that the magazine pays for itself, but any money a firm spends on subsidizing such a venture will be money well spent, for there is no doubt that if the magazine is made the intensely human document it ought to be, it will have the effect of helping to bring about a spirit of camaraderie in industry."

When first publishing a works' magazine it is very important to have a proper organization to get as many people interested as possible, and to see that they are representative of the works. In a great many firms the welfare supervisor acts as editor. He is in touch with all the activities and all the movements for improving the condi-

tions of the workers, and he often has the necessary training for work of this kind.

The editor should not rush to the extreme of producing nothing but technical articles, nor on the other hand allow the magazine to develop into a mere record of events. Though it is essential that one should allow grievances to be ventilated through the works journal, it is important to avoid acrimonious discussions between capital and labour.

The works' magazine is an important link in the chain which society is striving to forge to bind employer and employees more closely together. It must therefore be optimistic and human, but never argumentative and bitter.

The editor should endeavour as far as possible to get other people to write articles and himself to act as the rallying point, the collecting and assimilating agency for all matter for the journal. It is therefore important that the editor should have several sub-editors to assist him.

At the present time the charge for making blocks for photographs is high and the price for art paper is so high that it needs careful consideration before embarking on producing photographs in a magazine. These, however, are such an important feature and help so materially in attaining success, that if at all possible, photographs should be included. It is also important that the cover should be attractive, as usually the first impressions of a journal are obtained from the outside cover.

The publishing of the history of a firm or an account of the growth of various departments are very interesting items that can be included in a works' magazine, as they create a corporate spirit in the works. People like to read about the activities of the firm in

days gone by, and to see pictures of the workpeople of those days. If the firm is an old established one this is especially important. As a magazine should also endeavour to be an educational medium it is important that there should be short popular articles both of technical and general interest. Many of the workers find it more easy to express themselves in verse than in prose; it adds interest to a journal therefore if you can produce a few poems. Accounts of the doings of Sports Clubs, Musical Societies, etc., are always of very great interest. A short resumé of the proceedings of the various committees can also be published in a magazine. Competitions of various kinds are also helpful in sustaining interest and distinct hits are sometimes made in clever cartoons.

BOOK REVIEWS

The Strikebreakers, Report of the Strikebreaking Committee of the Ontario Federation of Labour and the Labour Council of Metropolitan Toronto, by Marc Zwelling, New Press, Toronto, Ontario; 161 pages.

In late 1971, the Ontario Federation of Labour commissioned a study on the problems of strikebreaking and protection for union organizers. Stimulus for the study came from the discovery of wiretapping devices at the strike headquarters of several unions and the presence of professional strikebreaking crews at many picket lines.

Research was compiled by a 12-member committee, and Marc Zwelling, formerly a journalist with the **Toronto Telegram** wrote the report, which was later released in book form. It is an interesting look, from labour's point of view, at some unique problems facing Canadian unionists.

As Zwelling notes in the first paragraph of the report, **Canada is "the only country of importance where professional strikebreaking is tolerated."** He gives a history of the more violent employee-employer confrontations in Canadian labour history, pointing out specific cases where strikebreakers or company spies have been used.

The impetus for the investigation becomes obvious in chapters 2 to 5 of the book, where Canadian Driver Pool and its organizer, Richard Grange, are dealt with. The structure and tactics of this strikebreaking company are outlined in detail, complete with an account of strikes in which Driver Pool has participated.

Several notable points are brought out, including the fact that **the cost of professional strikebreaking services is tax deductible for employers.** Driver Pool is described by Zwelling as an integrated service providing industrial spying, scab labour, and industrial policing to companies undergoing a strike. Its history and progress in Ontario are traced, in addition to its methods and tactics for strikebreaking.

Other organizations as well are implicated by the report. **The Canadian Manufacturers' Association is accused of supporting anti-labour measures generally,** and specifically of helping Canadian Driver Pool get established and known among businessmen. The Montreal Trust Company is accused of providing strike insurance for American publishers. Montreal Trust was approached,

says the report, because U.S. state laws banned American insurers from holding the premiums. Some Canadian publishers subscribe to this scheme, including Montreal's **La Presse** and Vancouver's two newspapers, the **Province** and the **Sun**.

Industrial espionage also comes under scrutiny in the report, and several cases of union members being approached to reveal union secrets are documented. Another source of employer spies is the professional investigator, and such companies as Wackenhut and, again, Canadian Driver Pool, are cited as being among the prime agents in Canada. The use of lie detectors and fingerprinting is criticized in the report as infringing on the worker's privacy and violating his personal rights.

The conclusion of the book is that strikebreaking and industrial espionage should be banned in all jurisdictions, and specifically in Ontario where the problem is most serious. The recommendation is made that a special session of the Legislature or a public inquiry be set up to enact measures that would stop such actions by employers.

For the labour community, the report lists 14 recommendations, including establishment of an anti-strikebreaking task force to assist individual affiliates on points of law, negotiation of "union-truck-only" clauses in contracts, and campaigns to force governments to make wiretapping and professional strikebreaking illegal.

In addition to the published report by Zwelling, the Ontario Federation of Labour has produced a 10-minute film on strikebreaking. The film, produced by OFL Public Relations Director Ed Cosgrove, illustrates, by use of real-life action footage, the tactics used in breaking up picket lines.

INTELLIGENT MILITANCY: DOES THE UAW HAVE THE ANSWER?

BY JACK WILLIAMS

Dennis McDermott is one of the first of a new generation of labour leaders in Canada. At the age of 46 he became Canadian Director of the United Automobile, Aerospace and Agricultural Implement Workers of America, one of Canada's largest and most active unions, more commonly known simply as the UAW. Now, four years later, he is well established in a labour hierarchy that is mainly composed of men some years older.

At the age of 50, McDermott can hardly be classed as young in years; but there is a large enough age gap between him and many of the other top union officers in Canada to make a noticeable difference. **Most of the others fall into a rather narrow age bracket, dating their union days from the '30s. This means that they are now nearing retirement; so, within the next few years, there will be a major turnover in union leadership.**



is sense of relationship with the younger union members is reflected in his up-to-the-minute dress and modern hair styling, both of which sometimes bring a second glance from older union leaders. McDermott is well aware of the difference; and, indeed, capitalizes on it.

"I'm not trying to be chauvinistic about it and act the kid when I'm not a kid; but I find, first of all, that we have a great rapport," he says. "I find we share many of the same values. **These kids thumb their noses at the Ford Motor Company far more than the older ones ever did because they don't accept the old work habits;** they don't have the same work ethic we had."

McDermott's forceful views as one of the newer arrivals at the top of the labour totem pole provide an interesting insight into possible future trends in the labour movement and in the pattern of collective bargaining. He sees many changes coming.

The official UAW biography records the year and place of his birth as 1922, Portsmouth, England; but he is quick to point out that he is of Irish descent, and in his speech and attitudes some of the Irish qualities linger.

His rise through the UAW ranks was steady, and in line with the traditional course followed by many labour leaders. After serving in the Navy during World War II, he decided to emigrate to Canada, where he found work as a welder and assembler in the Massey-Harris agricultural implement plant in Toronto. There he became a member of UAW Local 439 and quickly became involved in union activities. In the years that followed, he held various offices that provided valuable experience for the heavier responsibilities he was to assume later—chief steward, recording secretary, chairman of various committees, and editor of the local union newspaper.

He became a full-time staff member when he was appointed an international representative in 1954. His union background, and his effectiveness in the in-union political activities that are a vital part of the UAW, won him further recognition. When George Burt, top Canadian officer since the UAW's earliest days, reached retirement, McDermott was the chosen successor.



McDermott

He was made Director of the 120,000-member Canadian region in 1968; and in the same year, he succeeded Burt as a General Vice-President of the Canadian Labour Congress. At the 1970 UAW convention, he was elected an international vice-president. But the upward struggle was not always as simple or as harmonious as it appears on paper. There are few unions in which the political in-fighting is as vigorous and as formally structured as in the UAW.

Practically every one of the union's locals has two recognized caucuses: one supporting the administration, and the other bitterly opposed. Caucus meet-

ings are held prior to local union meetings and larger gatherings so that each of the factions can work out its strategy. So far, the administration group has retained overall control; but the threat of the anti-administration forces has been very real, and the union's leaders have no hesitation in admitting that it has kept them on their toes.

This opposition is one form of a spirit of militancy for which the UAW is noted. In conversation, McDermott doesn't seem quite sure that "militancy" is the exact word; but he heartily agrees that there is a characteristic quality that marks UAW members. "I can go into a conference and pick out UAW members with no difficulty at all," he says. "You can tell them by the way they talk and participate." But he disagrees with any suggestion that it is because of the type of work they do or the industry in which they are employed. "Our members work at hundreds of different jobs. **It's a mistake to think that all UAW members work on an automobile assembly line. Most of them have other jobs.**" Actually, of the 120,000 Canadian members, only about 50,000 are directly employed by the "Big Four" car manufacturing companies—General Motors, Ford, Chrysler and American Motors. There are 7,500 in the aircraft industry, and another 3,500 in agricultural implement plants. Apart from some 7,000 in operations not related to these industries, the balance of the membership work in automobile feeder plants.

McDermott believes that, **whatever characteristics are peculiar to the UAW, they flow from strong leadership and active membership participation.** The UAW is an organization that has enjoyed distinctive leadership. The name Reuther still carries a certain force and magic, and it crops up frequently. A large portrait of the late Walter Reuther dominates McDermott's office.

In both Canada and the United States, the UAW was born in the turmoil of the first large-scale organization of people ever employed in a mass-production industry. **The union has never lost the fighting spirit that enabled it to gain a first contract with General Motors at Oshawa—despite the threat of the then Premier of Ontario, Mitchell Hepburn, that the CIO (Congress of Industrial Organizations) would never be allowed to set foot in the province as long as he was Premier.** It was this same spirit that enabled the UAW to establish the principle of union security in a long and hard-fought strike at the Ford Motor Company in Windsor in 1945.

The UAW proclaims its structure to be highly democratic, and points to its Public Review Board, which is intended to protect the interests of both individual members and subordinate bodies in the union.

The Board was first appointed in 1957 and has since been self-perpetuating. When vacancies occur, they are filled by decision of the Board members, not by the union. The operation is entirely independent, the Board having its own office and its own full-time executive secretary. It is composed of seven members, one of whom must be a Canadian; this ratio is roughly similar to the ratio of Canadians to Americans in the international union's membership as a whole. The Canadian position was for many years held by former Magistrate J. Arthur Hanrahan of Windsor, and is now filled by Harry W. Arthurs of Osgoode Hall Law School, Toronto.

The constitutional provision for the Board states that it was created "... for the purpose of ensuring a continuation of high moral and ethical standards in the administrative and operative practices of the international union and its subordinate bodies, and to further strengthen the democratic processes and appeal procedures within the union as they affect the rights and privileges of individual members and subordinate bodies." The Board has no authority over bargaining policies.

Members who believe they have a complaint against the union have two possible courses of action: they may go directly to the union's international executive board, and subsequently have the opportunity of appealing to the convention; or they may go to the Public Review Board, whose decision is final and binding on the union.

McDermott is keenly aware of the relationship between leadership and membership. **"Leadership has to lead; and at times that means taking what may then seem to be unpopular positions.** I had that experience during the debate on the War Measures Act; but I was proved right. **There is an on-going momentum that the leadership must be aware of. 'Intelligent militancy' means being informed and up to date on what is happening.** We are particularly aware of this as far as social issues are concerned."

The problems of leadership, in organized labour as well as elsewhere, have been affected by the attitudes and thinking of young people just entering the labour force, and McDermott speaks of his rapport with them. This is important in an industry that employs many young people. The prime example is the Ford plant at St. Thomas, Ontario, where the average age of employees is 25. Many of them are on their first job. At the same time, the UAW leader warns against falling into the trap of regarding all young people as members of a homogeneous group:

"I know some people of 50 or more who are younger than others at 25. Some of the young people are pretty stodgy; but most of them are very different from the previous generation.

"They are in a bigger hurry than their fathers were; and they reject much of what their fathers took for granted. As far as the union is concerned, it is our ex-

perience that they accept the UAW; they don't regard our organization as part of the establishment, and they are not disenchanted with their union."

This opinion is in conflict with the frequently expressed view that many young people find little in common with the union movement. If there is a difference in the UAW, it may be due, in part at least, to **a deliberately planned and actively promoted new-member orientation plan.**

The money that new members pay as an initiation fee is retained by the local to finance special programs for new members. The orientation includes information on the union—how it is structured and how it functions. This is followed by social activities in which not only the new member but also his family are involved. **The pattern is tailored directly to the needs and interests of young people**—rock band and all in the union hall.

Educational activities have always been given high priority by the UAW, and McDermott attributes his union career to the educational program. As a young member, he attended a union summer school and came in direct contact with some of the leaders of the time. He recalls: "It was there that I began to see what the labour movement was all about in a philosophical sense. I gained a whole new outlook."

The UAW continues to place emphasis on educational activities. Near Port Elgin, Ontario, on the shore of Lake Huron, it has \$350,000 invested in a 12-acre educational centre that is used the year round. Recently, additional property was purchased nearby to provide further recreational and camping facilities.

At Port Elgin, members of the UAW, and of other organizations that have the facilities made available to them, take part in **courses ranging from collective bargaining and the job of a shop steward to basic philosophy and world affairs.** Now the UAW's program has been extended to include families, and members are encouraged to spend part of their vacations at the centre. During these periods, there are family psychology programs, with all members of the family participating.





McDermott and UAW members on orientation course

"For example," McDermott explains, "I've seen parents and their children taking part in a discussion about the pros and cons of the legalization of marijuana—all in a perfectly cool and sensible manner, and the first time they've ever talked about it together."

Mock union meetings are held so that all members of the family can learn about effective organization and discussion, and at the same time make the union more meaningful to each other. Sometimes a teenage local is established to give the younger people an opportunity to talk among themselves about matters of particular interest to them.

Another variation of the UAW's educational program comes into play in strike situations. **Instead of just walking the picket line, members are required to attend educational classes in which they learn what the strike is all about and discuss the issues.**

McDermott has a strong personal background in bargaining. As an international representative he spent four years negotiating contracts in the truck, trailer, automobile and aerospace industries. He later became chief negotiator for UAW members in the agricultural implement industry.

In its negotiations the UAW is confronted by some of the world's largest and most powerful corporations. General Motors ranks as the largest industrial company in Canada. In its dealings with Chrysler, the Canadian UAW members come under an international contract, which McDermott strongly favours. Negotiations with other companies are carried on independently by the Canadian locals; but there is close co-ordination with the UAW in the United States in the case of international companies. **McDermott foresees an extension of international bargaining, and he claims that companies opposing this trend are using the same arguments that were once used against bargaining on a national rather than an individual plant scale.**

He has some firm views about the future of union-management relations. "The collective bargaining process is going to be streamlined and made more productive; it has to. **Far too much time is wasted in abortive debate.** There are far too many issues—and some of them are put on the table for purely political reasons. There is no listing of priorities, and **usually productive bargaining doesn't take place until the very end of negotiations.** All this is going to require changes in attitudes on both sides. We are going to have to cut out a lot of nonsense.

"One of the most radical changes in bargaining is going to be an end to long-drawn-out strikes. The big multinational corporations use very sophisticated techniques, and we are going to use them too. **The long strike is going to be replaced by a much more sophisticated approach.** Unions will make use of centralized data to determine the nerve centres of the company. It may be that one plant in Venezuela produces a certain part that is vital to the whole worldwide operation. We will have this information, and we will use it. We are going to learn to pinch the nerve where it hurts. **The idea of waging war in one area and carrying on peaceful relations with the same company in another area cannot go on.**"

As an example, McDermott cites the case of a small branch plant in Regina where the employees were organized by the UAW, only to face a refusal by the company to engage in effective negotiations.

He explained: "We could have had a strike there, with the members staying out until they had whiskers down to their ankles. We simply told the company that if they wanted a settlement in their major operations in the east, then they would have to settle in the west too. We got results."

Something of the new approach to bargaining is likely to be seen in the 1973 negotiations, in which the UAW plans to make working conditions a high-priority item.

"We intend to see that the work environment is improved, and we will make it clear to management at the outset that we are very serious about this," McDermott says. Working conditions—noise, air pollution and general surroundings—are regarded as a major factor in the extraordinarily high turnover of young workers.

McDermott elaborated: "We live in a comparatively free society; but when young people go into the plant and hear that gate clang shut behind them, and see armed guards standing around, and realize that they are going to have to spend eight hours there, then they rebel. **They find themselves in an atmosphere that is completely foreign to their idea of freedom.** Of course the assembly line—that crippling monster—is the classic example of poor working conditions.

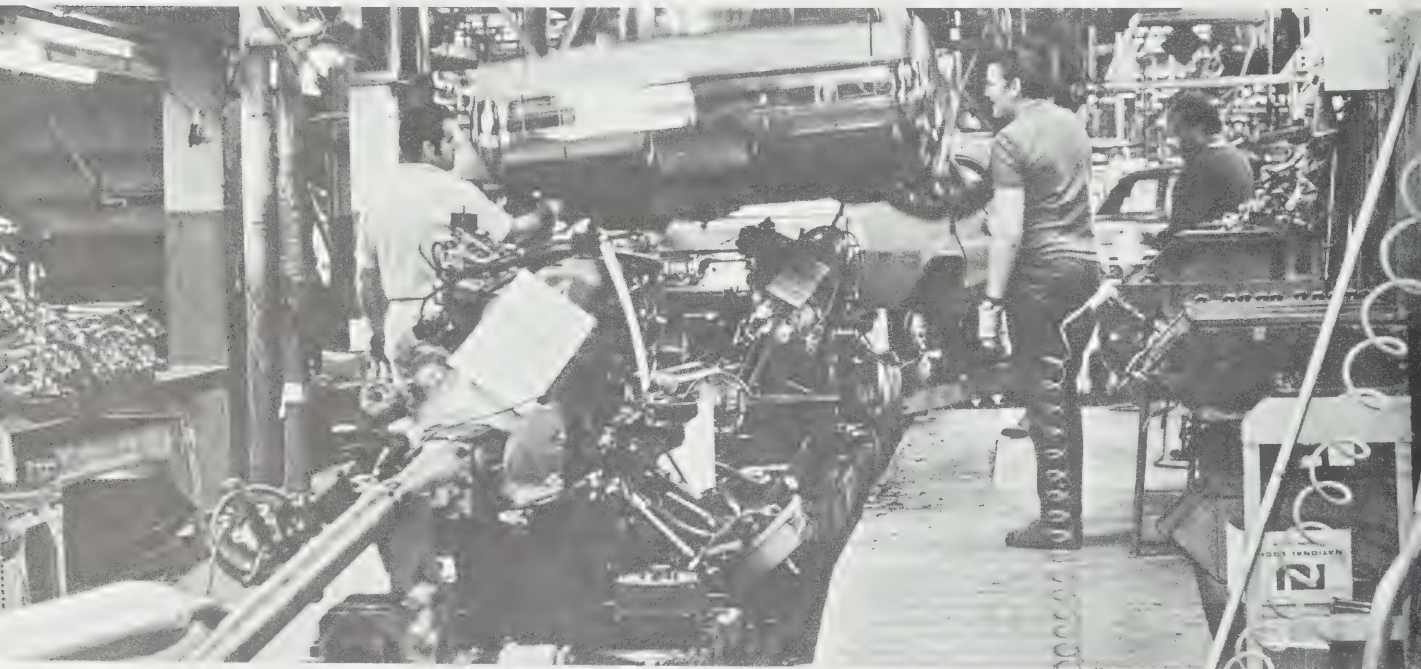


"Some of the young people don't last more than two hours on the job; they just walk out. The turnover is terrific. The job is no longer the most valuable thing to them. The companies are well aware of this, and I think they want to do something about it."

McDermott also visualizes central labour organizations taking a more active role in bargaining, in contrast to the present situation in which each union is completely autonomous, and central bodies, such as the CLC, play relatively little part.

He also foresees continued expansion in the area of white-collar organization. The UAW demonstrated an awareness of this area many years ago when it established a Technical, Office and Professional Department.

"We saw the need for distinguishing psychological between white- and blue-collar workers," he explains. "Whether the differences are real or imaginary isn't important; they are there; **but when they work together for a few years, the two groups become in-**



"There has to be more authority for central organizations," McDermott says. "This is already happening in Britain. The Trades Union Congress there gets involved in collective bargaining, in strikes, and in averting strikes. As far as our situation is concerned, the central bodies have to establish their credentials. Small unions are naturally more dependent on the collective strength of an overall organization. But with big unions it's different; to a point we can go it alone, and we have too much at stake to take risks without knowing exactly where we are going. At the same time, we realize that **even the larger unions have to maintain a strong relationship with other unions.**"

distinguishable." Now, in the U.S., a number of professional engineers employed in the larger corporations are becoming UAW members.

Turn the conversation to the national versus international union debate and McDermott snaps back with the phrase "international union hysteria."

"It's not as strong in the UAW as it is in some other unions; but we have it," he says. **"We resent the control of our economy from outside just as much as anyone does.** You can be anti-U.S. control and anti-Nixon and anti-Vietnam War; but you can't be anti-everything, and we're not anti-American workers. The union is simply an alliance between workers,

and that is what we have in our international union. Certainly we have differences of opinion, and sometimes they are serious differences, but this doesn't mean we lose our solidarity."

The UAW director strongly supports the argument that the growth of multinational companies is going to require a tightening of the bonds between unions in different countries. **"We are going to have universal unionism, not just international unionism as we now know it,"** he says. **"How are you going to fight**

The UAW has already moved to establish closer relations abroad. The union takes part in three different world councils—auto, agricultural implement and General Motors. Through these channels, workers from many countries, but all sharing common interests, are brought together.

"There is a large American investment in the Japanese automobile industry," McDermott points out. "We have developed close ties with auto workers in Japan, and guess what? There is really no difference.



conglomerates with little independent unions? Nationalism is not and should not be part of the worker's vocabulary. After all, putting a maple leaf stamp on a union doesn't necessarily make it a good union."

He regards the unique Canada-United States relationship as good in some respects and bad in others; but paramount is the emphasis on the common interests shared by workers throughout the world.

We worry about plants running away to low-wage areas, and they worry about plants running from Japan to Taiwan. When we meet the British auto workers we find them talking about Heath the same way we talk about Trudeau."

McDermott thinks that one of the reasons that his union has less difficulty than some others concerning the U.S. union relationship is the structure of the UAW Canadian Council. This body, peculiar to the Canadian district, is composed of 300 representatives of the region's locals. Meeting four times a year, it provides a ready channel of information between the director and the local unions. The director makes a comprehensive report at every meeting where pol-



icies and courses of action are discussed on subjects that may vary from supplementary unemployment insurance benefits to the current international situation. **"The Canadian Council gives the Canadian membership an identity of its own, and I guess that's what most Canadians really want,"** McDermott says.

But, like many other union leaders, McDermott is something more than a union politician and a hard-nosed negotiator; his make-up includes a good deal of the visionary. For example, from his earliest days in the union movement he has displayed a particular interest in human rights, and this continues. "I guess I got it at the Massay-Harris plant. There were a good many Europeans working there, and that was in the days when Toronto was far more Anglo-Saxon dominated than it is today. I saw injustices that were taking place in the plant and that were often carried into the community, and I wanted to do something about them."

More recently, this concern with human rights was evident when McDermott rallied Canadian support behind the California grape workers. What such action epitomizes is obviously a deep conviction that the labour movement is, and must increasingly be, more than a bread-and-butter organization. What it means, in McDermott's terms, is greatly intensified political action. "The North American labour movement was built on what was largely an economic base. In Europe the base was largely political. Now we each have something to learn from the other.

"More and more the quality of life is determined for us in the political and legislative fields. **We have to make a heavier investment in, and pay more attention to, the political area;** just getting active at election time is not good enough. We should have as many political staff representatives as we now have economic representatives. Collective bargaining directly affects our people eight hours a day; the political impact is a 24-hour proposition. If the economy gets out of hand, then all the benefits we have won at the bargaining table can go down the drain. What sense is there to winning a good living for members when two thirds of the people in the world are still hungry? How much more do we need to teach us this lesson? Trudeau created unemployment, and then tried to use the unemployed as scapegoats in an election.

"Certainly we must become more deeply involved; this is not an option, this is a must. Unions that are effective are listened to. We have to make our unions more effective so that they will be listened to more than they are now; and we must speak out and make ourselves heard. **We must work, either to make meaningful changes within the system, or to change the system itself.** That is the pressure that is building up in other places, and it's building up in Canada too. The labour movement has a vital role to play in bringing these changes about."

(Jack Williams was born in Bradford, England, in 1907. At the age of four he came to Canada with his parents and settled in the St. Catharines, Ontario, region where he attended public and high schools.

He worked for thirteen years with the **St. Catharines Standard**, then joined the staff of Canadian Press in 1941 as labour specialist in the Ottawa Parliamentary Press Gallery. In 1946, Williams became Public Relations Director for the Canadian Congress of Labour, remaining in that post until its merger in 1956 with the Trades and Labour Congress to form the Canadian Labour Congress. He then became Public Relations Director of the CLC and, from 1970 until his retirement in 1972, was editor of the CLC magazine **Canadian Labour**.

The opinions expressed in the preceding article, which is the first in a series on Canada's top labour leaders, are those of the author, and do not necessarily concur with either the policies of the Canada Department of Labour or those of the Canadian Labour Congress.)

LABOUR LEGISLATION IN 1972

PART 1: INDUSTRIAL SAFETY

BY WILLIAM H. LANGFORD

Nine more sets of regulations have been issued under the Canada Labour Code, Part IV (Safety of Employees). In addition to the Coal Mines (CBDC) Safety Regulations and the Boiler and Pressure Vessel Regulations issued under the old Code, **there are now 15 sets of comprehensive modern regulations governing occupational safety and health that are applicable to federal works, undertakings and businesses.**

The latest regulations cover: temporary work structure; confined spaces; safe illumination; dangerous substances; protective clothing and equipment; building safety; sanitation; materials handling; and motor vehicle operators hours of service.

The federal thrust aimed at safety in the workplace has been reinforced by new regulations issued by the Department of Transport under the Canada Shipping Act. The Safe Working Practices Regulations govern the employment of persons in any working area associated with any ship in Canada or any Canadian ship outside Canada.

A "working area" is defined as "being on board ship; maintenance or repair work being carried on immediately adjacent to a ship; loading or unloading on shore within reach of derricks,

cranes or other hoisting equipment; and the immediate approaches, not including sheds, warehouses or wharves forward or aft of the ship's mooring lines."

General safety rules follow good industrial safety practices. Special provisions cover particular hazards associated with ship's work, such as lifting appliances and powered mobile equipment; holds, tanks, compartments; fire prevention and protection and hot work; scaffolding, stages, ladders, gangways; and electrical and pressure vessels. Required personal protective equipment must meet Canadian Standards Association specifications, or a higher standard if required by a provincial authority. Inspectors' powers are spelled out.

Two provinces—British Columbia and Ontario—amended their general occupational safety regulations.

The British Columbia Workmen's Compensation Board Accident Prevention Regulations, last revised in 1966, **have undergone their most extensive revision,** reflecting progress in industrial technology and working techniques. The recommendations of a joint advisory committee (management, labour and the Board) that spent more than a year studying the regulations, as well as others

proposed by labour and management representatives at public hearings, helped to formulate the amendments.

Many additional sections and numerous more stringent standards are included in these comprehensive regulations, the scope of which is indicated by the following examples.

The petroleum and natural gas well drilling industry has received special attention, aimed at establishing uniform safety practices. In line with hazards presented by traffic around construction sites, there is a growing trend in industrially active territories to establish standards of traffic control; the province provides a new section setting up effective measures to deal with the problem. Growing concern with hazards to health engendered by the universal use of chemicals, minerals and other substances likely to contaminate the air of the workplace is shown in the adaptation of the 1972 threshold limit values that are appended to the regulations; they are presented in tables based on those adopted by the American Conference of Governmental Industrial Hygienists, covering all types of airborne contaminants, mineral and other nuisance dusts (particularly asbestos), mists and fumes.

Major revisions concern: explosive-actuated tools; excavations; blasting; hot metal operations; machinery guards, maintenance and lockout procedures; and cranes, derricks and hoisting equipment. Indicative of the development of safety practices adopted to counter growing hazards are those set out for helicopter operations, logging at night, and mobile equipment.

In British Columbia, The Safety Engineering Services Act, assented to on March 30, 1972, awaits proclamation. The legislation will consolidate the Boiler and Pressure Vessel Act, the Electrical Energy Inspection Act and the Gas Act, and update their provisions in the light of modern technological advances.

The Act applies to all gases; to all electrical and gas equipment, boilers, pressure vessels, pressure piping, refrigeration machinery, steam engines, plants, flywheels and bandsaw wheels; and, subject to the Fire Marshal Act, to all fuel-burning equipment within the province except those exempted by the regulations. The Safety Engineering Section of the Department of Public Works continues to administer the legislation.

In Ontario, the rewritten Industrial Safety Act (reported in the April 1972 issue of The Labour Gazette) was proclaimed in force on June 17, 1972, while at the same time the General Regulations were issued in completely revised form, updating and consolidating the general and foundries regulations, and providing detailed regulations controlling buildings intended or used for industrial purposes.

Permission must be obtained before industrial use of certain hazardous substances. Medical examinations and reports at specified intervals are required for workers exposed to lead, mercury, beryllium, asbestos, isocyanates, silica, fluorides, benzol, or similar toxic

substances. Where a worker's health is impaired, he must not be exposed to the causative substance for longer than a specified time. Building specifications, heating installations and fire prevention and protection measures are strengthened. Automatic emergency lighting is required where necessary.

Exhaustive provisions cover machine guarding, electrical installations, explosive-actuated tools, material handling, environmental hazards, maintenance and repairs, personal protective equipment, noise, falling, skin contact, and the special requirements for foundries.

Three provinces developed legislation in the occupational health field. Saskatchewan's Occupational Health Act, proclaimed in force October 24, 1972, breaks new ground in the promotion of a more healthy work environment. Alberta issued X-ray safety regulations under the Radiation Protection Act, and Prince Edward Island provided for modern ambulance service under the Public Health Act.

An Occupational Health and Safety Division has been established in the Saskatchewan Department of Labour, with responsibility for occupational health generally and the maintenance of reasonable standards for the protection of workers' health and safety.

The division is responsible for the day-to-day administration of the Act and regulations, and will, among other things, prepare and maintain morbidity and accident statistics related to workers, either alone or in conjunction with the Workmen's Compensation Board and the Department of Public Health.

In addition to providing assistance and services to persons in charge of operations in workplaces to

maintain reasonable standards of health and safety protection, the Division will promote, encourage and conduct studies, research projects and educational programs related to workers' health and safety.

Occupational Health Officers will be appointed by the Minister, with the usual powers of inspectors. An Occupational Health Council is established, with a membership of nine to 12 persons (appointed by the Lieutenant Governor in Council) whose particular knowledge and experience would help them in giving advice to the Minister in matters concerning occupational safety and health and administrative committee appointments. **This advisory council, which will include representatives of agriculture, and of labour and management in industry, will meet at least annually.**

The Chief Occupational Medical Officer (COMO), who must be a legally qualified medical practitioner with training and experience in occupational health, is to be appointed by the Minister. He will have broad advisory and administrative powers in the field of occupational health hazards. On his advice, the Minister may order medical supervision of workers in certain places of employment, including medical examination, as well as strong protective measures and the prohibition, limiting and control of materials, processes and equipment.

When medical attention, consultation or hospital treatment is required by any person because of illness or injury incurred through his occupation, doctors and hospital administrators must furnish reports required under the Act, without charge, to the COMO.

In all places of employment where 10 or more persons are employed, the person in charge of operations must establish an occupational health committee of from two to 12 persons. **At least half of this committee must not be connected with management; they must be elected by the employees they represent or be appointed under the constitution of their labour union.** Their duties include: handling complaints regarding employees' health and safety; identification and control of hazards; and the establishment and promotion of educational health and safety programs.

The Minister is empowered to designate a place or class of places of employment as requiring an occupational health service, having regard to the type of industry, the number of employees and the degree of hazard. This service is to be organized in or near a place of employment to protect workers against health hazards, to ensure their physical and mental adjustment to their jobs, and to contribute to their continued well being in general.

The Alberta regulations respecting the installation and use of medical, dental, veterinary and paramedical X-ray equipment forbid (with permissible exceptions) the operation of such equipment unless it is in compliance with the applicable specifications.

The types of equipment covered include: diagnostic X-ray; general radiographic; fluoroscopic; mobile fluoroscopic; dental radiographic; mobile, portable and transportable diagnostic; therapeutic X-ray; veterinary radiographic machinery; and auxiliary equipment (cassettes, darkrooms and protective clothing).

Building and installation arrangements are designed to limit exposure of operators and radiation levels in controlled areas occupied by workers. Operation procedures are aimed at reducing dosage to radiation workers in general, as well as covering in particular the operation of fluoroscopic, radiographic, dental, mobile, portable and transportable, photofluorographic and veterinary radiographic units.

Patients (especially pregnant women and young persons) are protected by special operating procedures that reduce dosage. Radiation equipment must be registered.

The "Maximum Permissible Dose of Ionizing Radiation" sets out the radiation dose level (in rems) that may be allowed for workers and others in the different body organs or tissues in any one-year period. The 13-week dosage is also shown, for workers only.

In Prince Edward Island, regulations respecting ambulance services (similar to those issued in Manitoba last year) detail the standards that must be met in the construction, equipment and maintenance of ambulances. Specifications for the conversion of a Ford truck into an acceptable ambulance are provided. Detailed conditions are set out governing the licensing of owners, drivers, attendants and attendant-drivers.

Manitoba and Québec amended their mine safety legislation, and Saskatchewan repealed the Coal Miners' Safety and Welfare Act, which had become redundant owing to the industry's having been inactive for many years.

An Act to amend the Manitoba Mines Act was assented to on July 19, 1972. Accident prevention provisions were strengthened. Expanded regulatory powers govern all aspects of mine safety and

health. Detailed plans, including those for new ventilation requirements must be maintained. When an employee reports unsafe working conditions to a responsible person and such conditions remain, the worker must write a report to an inspector, who will examine them and order remedial action.

Employers must not discriminate against employees who report on, or refuse to work under, hazardous conditions. Responsible persons who allow employees to work in known hazardous conditions may be suspended from mine supervision for six months, in addition to any other penalty incurred.

Regulations for the safety of workmen in Québec mines and quarries have been completely rewritten, providing modern accident prevention measures, many in specific technical detail.

"Special occurrences," which include certain accidents, explosions, fires, rock bursts and significant intrusions of water must be reported by the operator in writing to the Inspector of Mines within 24 hours after he becomes aware of the occurrence. The report must furnish particulars that will assist the inspector in his inquiry.

Extensive rules cover the special safety requirements that relate to mines. The particular hazards presented by pits and quarries are also dealt with by the adoption of special preventive measures. In addition to rules for the use and care of the necessary personal protection equipment, provision is made for: first aid; protection against fire; noise and dangerous substances; and ventilation and dust control.

Sanitary and washing facilities must be furnished, maintained, cleaned and disinfected. Mines and pits must be provided with dry-houses, equipped with wash

basins, showers, lockers and sanitary conveniences. Suitable underground lunch rooms are mandatory.

Further measures aimed at securing effective control of explosives in Québec are contained in the new Regulation Number 4 under the Act Respecting Explosives, which replaces most of the provisions of regulations issued in 1970 and since. The completely revised regulations provide comprehensive, detailed technical rules and specifications controlling purchase, possession, storage and transportation of explosives. An extensive schedule of explosives lists objects and substances from A-3 to zinc picrate. Included is any mixture containing one or more of these substances and any "pyrotechnic item conceived to rise to a height of 300 feet and then explode."

Operating rules govern four types of storage magazines, with construction specifications for the particular use for which they are intended. Similar schedules cover magazine fencing, alarm systems and vehicular transportation standards. Strict rules control sale, transportation and destruction of explosives. Permits are reclassified into the "general" category covering possession (valid for five years), and the short-term permits for magazines, sales and storage, which are valid for the operating period requested but must not exceed one year.

Lumber Regulations under the Alberta Workmen's Compensation Act were amended to include new sections covering modern elements of the industry and to tighten up safety in general. Highlights include: detailed guarding and lockout provisions for the maintenance or repair of machinery and equipment; illumination; protection against drowning; mandatory knee protection for workmen using chain saws or pulp

hooks; and suppression of or protection against noise levels that exceed the Board of Health maximums.

Tractor and motor truck operations must be conducted under strengthened load-security rules; and seat belts and other restraining devices including roll-bars, cabs and screens must be provided to protect operators. The Alberta regulations follow, in some respects, the lead given by Saskatchewan last year, and by Ontario, whereby the amended regulations, issued under the Loggers Safety Act, incorporate improved accident prevention provisions.

Loggers in Ontario must wear safety hats at all times when engaged in logging. Safety hats must meet the requirements of the Canadian Standards Association Standard of Industrial Protective Headwear, Z94.1. Hazards engendered by lodged trees are recognized by adding to a previous stipulation that no logger may climb or work under a lodged tree.

Logging work within an unsafe distance of a lodged tree is forbidden, as well as felling another tree into or onto such a tree in an attempt to lower it. Lowering lodged trees to the ground by means other than winching or pulling with a chain or cable from a safe distance is not permitted. Loads of logs on trucks or trailers must be properly secured with chains or cables to prevent the dislodging or falling of the load or any part of it during transit.

Prince Edward Island introduced a completely revised Lightning Rod Act which, together with new regulations issued thereunder at the same time, replaced previous legislation on the subject.

The Act provides for the licensing and control of all firms that sell, install or repair lightning rod systems and all suppliers of such systems. Materials, apparatus and

installation methods must be approved and meet acceptable standards. Systems destroyed or damaged by lightning must be replaced or repaired by the installation firm.

Installers must be bonded to \$5,000, provide guarantee agreements to purchasers, and certify that all requirements have been met. Salesmen and mechanics must be qualified, licensed annually, and use only specified systems.

The Chief Electrical Inspector is empowered to enter and inspect, at all reasonable hours, without warrant, any building, structure or premises having a lightning rod system. He may order compliance within 30 days, removal of the system, prosecution for violation, and licence suspension or revocation.

The regulations adopt Canadian Standards Association B-72, 1960, Code for the Installation of Lightning Rods, as amended from time to time, subject to other provisions contained in the Regulations, such as those for special installations. Forms are provided covering all requirements of the Act, and salesmen's and mechanics' licensing qualifications are set out.

The foregoing article is the first of a series of six reports describing developments in Canadian labour legislation during the year; included is legislation enacted before November 30, 1972. The remaining five reports will deal with: workmen's compensation; apprenticeship and tradesmen's qualifications; labour standards; human rights; and labour relations. When the series is completed, the reports will be collated and reprinted under the title: **Developments in Labour Legislation, 1972.**

(Mr. Langford is a member of the Legislative Research Division of the Department's Legislative Research Branch.)

TEACHERS AND COLLECTIVE AGREEMENTS: A PUZZLE FOR THE SEVENTIES

BY ANDRÉ DULUDE

Teachers—members of the most important industry in Canada—have acquired collective bargaining rights similar to those of workers in other sectors of the economy. **The power of teachers and of their respective provincial associations cannot help but disturb school board trustees and educational administrators**—and the public. The '70s promise to be difficult years for all three sectors, with the morale, if not the legal, jurisdiction of the three under question.

What is the structure of bargaining in the teaching profession? Firstly, a teachers association considers itself both a union and a profes-

sional organization; thus, the definition of employees' tasks becomes as important as wages.

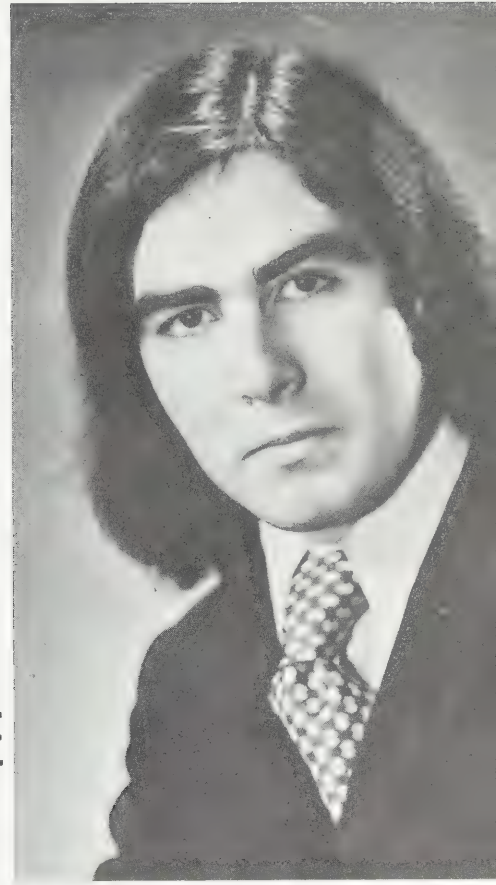
Collective bargaining for teachers is like a game in which employer and employee move according to a carefully prepared strategy. The public, which pays for the education of its children through taxes, is relegated to the role of mere spectators. Lately teachers are beginning to notice the public's presence and are attempting to improve their image in the public's eyes.

The public believes that it should have a say in the bargaining process; for is it not the first element to be affected by a strike? And so the trustees, representing the public, must interpret and implement public opinion. Public opinion

will always be more noticeable at the local level where bargaining tends to be treated as if carried out between friends; and **bargaining at the regional and provincial levels will require greater participation from the teachers associations** as far as the public is concerned.

Study sessions and rotating strikes are an increasing source of annoyance to parents and the public. Teachers are conscious that, before taking these legal sanctions, they have an immediate duty—to make known the subject matter of their claims and, above all, to make themselves heard.

As in the case of industry, it is inevitable that teachers and other employees of the school board



should have recourse to certain means of pressure. Whether it be the publication of a press release by Prince Edward Island teachers or a strike by Québec teachers, the gesture has the same meaning and is aimed at obtaining better economic and professional working conditions.



Again, as in the case of industry, school trustees have a mandate and are thus subject to moral and legal obligations; but they do not have the powers of industrial employers who must constantly keep an eye on profits. Education is a public service, and the role of the school trustee in representing the parents of the community can be

compared to that of shareholders of a non-competitive firm—for the **pressures exercised by teachers rarely have any effect on the budgets administered by trustees.** Although trustees have responsibilities toward the parents of pupils, as parents themselves they are involved in the problems of both their children and their teachers.

The school board speaks on behalf of its immediate public, for whom it exercises its responsibilities; but it also has obligations at the regional and even at the provincial level. At all levels, the educational objectives remain the same for both parties, however, and, in principle, bargaining does not strive to weaken the employer's position at the expense of the employee or vice versa.

In Canada, elementary and secondary school teachers number more than 260,000 persons, covered by some 555 collective agreements. Each province has its own legislation concerning education, and each region or community within the province has its own collective agreement.

To better comprehend the trend of teachers' bargaining, one must understand the demands the profession makes concerning working conditions. Wages will always be an objective of prime concern, especially in the present economic situation, but the workload—the number of pupils in each class, hours of teaching, preparation of courses, supervision, length of the school year—contains many items for collective bargaining.

THE BARGAINING PROCESS

Seven out of 10 Canadian provinces have the right to bargain; all but Ontario, Newfoundland and Prince Edward Island provide for a bargaining process. Nevertheless, Ontario has real bargaining power; an amicable under-

standing between the teachers organizations and the Board of Trustees facilitates bargaining. The latest memorandum of the Ontario Teachers' Federation to the Minister's Committee on Negotiations Procedures reiterates the Federation's position and suggests that present bargaining procedures be maintained. **In Newfoundland, the teachers are optimistic that they will soon obtain the right to bargain collectively.** The teachers of Prince Edward Island reached an agreement with their Government in May 1971 on the establishment of new bargaining steps.

Teachers associations originated in urban centres. By the end of the 1920s, some had the privilege of being able to bargain with their respective school boards. After a long struggle with provincial departments of education, with school boards, and sometimes even with fellow teachers, eight provincial associations finally obtained the legal right to bargain according to procedures laid down by each provincial legislature.

Except in the provinces of Québec, New Brunswick and Saskatchewan, a bargaining unit corresponds to a school district. Let us take, for instance, the Province of British Columbia. In each school district, there is a local association of teachers affiliated with the British Columbia Teachers' Federation (BCTF). The collective agreement is negotiated between the school board and the corresponding local association. The province is divided into 75 school districts, and there are as many collective agreements signed.

J. A. Spragge, Assistant Director of the Economics and Welfare Department of the BCTF, has stated that **it is impossible to find a master agreement among the 75 agreements of the province.** The basic structure is always the same

and there are only a few minor variations in the agreements. The bargaining unit is province-wide in Québec and New Brunswick, and regional in Saskatchewan.

The composition of a bargaining unit is a matter of continuing interest to teachers. School principals are the bone of contention here, the point at issue being whether or not principals and their assistants should be part of the bargaining unit. This dilemma is a source of friction to associations—and to the school trustees, who would like to have the principals on their side. **The teachers associations believe that a school principal is a qualified teacher who should be part of the bargaining unit in the same capacity as the others.**

The bargaining procedure varies from one province to another, and the fate of the teachers is always in the hands of the bargaining agent. In Québec and New Brunswick, two provinces geographically and ideologically close, the provincial teachers associations act as bargaining agents.

In Alberta and Nova Scotia, the situation is similar to that of the two other provinces, although the bargaining units are local rather than provincial. The recognized bargaining agents in Saskatchewan, British Columbia, Ontario and Manitoba are teachers of a local or regional unit.

A brief, step-by-step study of the present situation in teaching, province by province, at the elementary and secondary levels, shows that **the structure of the agreements varies little within a province and even from one province to another. The number of agreements and the bargaining procedures, however, differ markedly in each province.** We shall first examine the statistical

aspects, then look into recent developments in the relationship between teachers associations and school authorities. It will be obvious that certain developments are likely to harm or help the smooth running of bargaining among teachers.

NEWFOUNDLAND

According to Gilbert Pike, President of the Newfoundland Teachers' Association (NTA), Newfoundland teachers should soon be negotiating their first collective agreement. The Association now has a membership of 6,681; only 54 teachers are not members. Wages are fixed unilaterally at the provincial level. Although legislation does not provide for official negotiations, several discussions have permitted the teachers to obtain sickness benefits, a pension plan and a provincial wage scale.

Every year during the last 10 years, the Association has met with representatives from the Department of Education or a committee composed of the ministers of Education, Finance and Provincial Affairs. This bargaining method has earned the teachers many wage benefits, improvements in pensions, and changes in legislation.

With regard to working conditions, **there exists in Newfoundland the problem of overcrowded classes; there can be as many as 40 pupils in a class.** In compliance with the School Attendance Act, children between the ages of 7 and 15 must attend

school. A maximum of pupils for each class has not yet been established.

Working conditions for teachers are regulated at the provincial level, or at the local level, by a school board. Prior to 1969, Newfoundland was divided into 300 denominational school boards, an arrangement that gave teachers a certain degree of autonomy within each board. Today the province is divided into school districts, and the Association has 42 local units corresponding to each of the districts.

The legal counsel of the Association has drafted a bill concerning collective bargaining. The work was done in co-operation with a government subcommittee, and the new law could be passed at the beginning of the next session, possibly before the 1973 bargaining begins.

NOVA SCOTIA

The Teaching Profession Act gives Nova Scotia teachers the right to negotiate the terms and conditions of employment, including working conditions and benefits. The 10,000 teachers in the province begin their bargaining at the local level, and each local unit signs its own collective agreement. There are 70 school districts in the province and a corresponding number of collective agreements.

According to Mrs. B. Williams, Executive Secretary of the Nova Scotia Teachers' Union (NSTU), all the collective agreements follow the same pattern. One agreement is not more representative than another, but the same clauses are found in every district. **The 5 per cent wage guideline imposed by the Government became 7.6 per cent in May 1972.**

Most of the collective agreements make no mention of job descriptions. Although **Nova Scotia trustees have always considered job descriptions a non-negotiable management matter**, one important agreement—that of Dartmouth—provides that the supervision of pupils in buses and during the noon recess is no longer part of the teachers' duties. Under the Education Act, children between the ages of 6 and 16 must attend school.

The NSTU, the only body authorized to prepare conciliation cases, can ask the Minister of Education to form a conciliation board. Should this fail, the Minister may appoint a mediator. Teachers can use strike action as a means of pressure if the mediator is unable to get both parties to reach an agreement. The acquisition, in 1957, of the right to bargain has thus set a uniform process in motion, and made possible the signing of several similar agreements.

PRINCE EDWARD ISLAND

The teachers of Prince Edward Island still have no collective agreement; but, since last May, the Government, with the participation of the Prince Edward Island Teachers' Federation (PEITF), has established new collective bargaining regulations. Under these regulations, the bargaining steps are the consultation of parties, bargaining itself, conciliation, and compulsory arbitration.

A few amendments to the legislation should be mentioned. Under a new School Act, passed in November 1971 during a special session of the provincial legislature, some 300 school districts were consolidated into five regional administrative units, and the financing of education is now completely under the provincial Government. Under the School

Act, PEI youth between 7 and 15 years of age must attend school. Other changes affect the Teachers' Pension Plan Act; additional benefits, and the reduction of years of service while maintaining full pension rights are the major amendments.

The Act setting up the Prince Edward Island Teachers' Federation (PEITF) also underwent an important change—namely, in respect to the definition of a teacher as "a person holding a teaching permit issued by the Department of Education, employed by a school board as a teacher, and professionally supervising or performing duties related to education.

As far as bargaining is concerned, **the School Act henceforth authorizes teachers to undertake negotiations on wages and benefits.** Forthcoming regulations will determine the procedure to be followed in these negotiations. Job security has also been acquired, as teachers who have been working with a regional administrative unit for three years are covered in case of dismissal and have the right to appeal. As a result, the PEITF and its approximately 1,500 employees, whose sole means of pressure was, for a long time, the issuing of press releases to the public or the sending of memoranda to the Government, now seem to be in a stronger position.

NEW BRUNSWICK

The one and only collective agreement in New Brunswick, existing between Treasury Board and the New Brunswick Teachers' Federation (NBTF), expired at the end of December 1972. As in the case of the Province of Québec, bargain-

ing is carried out at the provincial level. The bargaining unit of the public elementary and high schools consists of 8,100 teachers in charge of approximately 175,000 pupils. Under the School Attendance Act, school attendance is compulsory between the ages of 7 and 16. The agreement, signed in June 1971, complies with the Act on labour relations in the public service, which provides that **everything is negotiable except pensions.** The superintendents, their assistants, and the administrators working outside a school district are excluded from the bargaining unit.

The present agreement contains rather interesting gains in the area of job descriptions. School boards provide schools with the services of stenographers and secretaries; and decisive progress was made concerning hours spent on the preparation of courses, supervision of pupils, and the maximum number of pupils for each class.

The New Brunswick Teachers' Federation, bargaining agent for the teachers of the New Brunswick Teachers' Association (NBTA) and the New Brunswick French Teachers' Association (AEFNB), is particularly active in the field of pensions and has already made several recommendations on this subject. **The Federation has suggested, for example, that the pension of every retired teacher be increased to compensate for the direct increase in the cost of living index.**

The AEFNB is gradually carving out a place for itself in the circles that decide school policy in New Brunswick. It is organizing itself and intensifying its activities in the field of services to members and to education in general. The Asso-

ciation participates in Federation activities at the level of the French Language Board and the Board of Directors.

QUÉBEC

Officially, the 1968 teachers' agreement in Québec expired on June 30, 1970. **The right to bargain was granted to Québec teachers in 1964.** The province is divided into several school boards. Bill 27, passed on July 10, 1971, deals with the reorganization of school boards outside the Island of Montreal. Since July 1, 1972, the 1,200 local school boards have been regrouped into 160 district boards that are under the direction of the 64 regional school boards set up in 1965. The internal reorganization of the Island of Montreal gave rise to many controversies, and consequently Bill 28 was never passed; there are still 28 boards on the Island of Montreal—15 Protestant and 13 Catholic.

For the teachers, three associations have entrusted the bargaining of their common agreement to a co-ordinator. The Quebec Teachers' Corporation (QTC), the Provincial Association of Catholic Teachers of Quebec (PACT) and the Provincial Association of Protestant Teachers of Quebec (PAPT) have had **differences over the basic issues of job security and working conditions.**

In 1968, using the term "working conditions," the teachers made suggestions concerning a maximum number of pupils for each class, a short grievance procedure, set hours for meals, and supervision and preparation of courses. In 1972 they hoped to improve the benefits gained. The QTC and its 70,000 teachers, the only one of the three associations not to be affiliated with the Canadian Teachers' Federation, has adopted the slogan, "For a more humane school."

The teachers have agreed to denounce certain points of the draft agreement still in dispute—especially the upgrading of teachers, their duties and their job security. Two concepts are being put forward: the teacher-pupil ratio, and the "PES" formula—that is, the number of periods, multiplied by the number of pupils, divided by the number of weeks in the school year. **They thus want to determine the duties unrelated to teaching.**

Bill 19, passed on April 21, 1972, temporarily suspended the right to strike in the public sector. On Saturday, April 22, the return to work was made compulsory. In the course of negotiations, **the affiliation with the Common Front was not a factor for success**, and the prohibitive cost of the negotiations did not help smooth the financial operation of the teachers associations. **Financial outlays far outweighed results.**

With negotiations thus deadlocked, the signing of an agreement appears more and more distant. In the absence of a collective agreement between the employer and the associations, the Lieutenant-Governor in Council will determine, by decree, the working conditions of the teachers until June 30, 1974.

This decree will be equivalent to an arbitration award rendered under the terms of the Québec Labour Code, retroactive from June 30, 1970. It will contain all the clauses initiated by the parties, together with the latest offers, proposals and conditions related to

these clauses. Here the term "employer" refers to the representatives of the Québec Department of Public Service, Labour Relations Branch, Education Division, and the delegates of the Federation of Catholic School Boards and the Québec Association of Protestant School Boards.

In the present state of negotiations in the Province of Québec, **one might well ask what is going to be decided about pedagogical methods and the time spent on the preparation of new programs.**

ONTARIO

Negotiations in Ontario always take place at the local level between the school board and the teachers. The province is divided into 183 school boards, according to the latest report from the Minister of Education. There are approximately 209 bargaining units and a corresponding number of collective agreements—namely, 79 at the elementary level, 73 at the high school level, and 57 at the Separate or Roman Catholic level. According to W. A. Jones, Assistant Secretary-Treasurer of the Ontario Teachers' Federation, **"there is no master agreement."** Under the Schools Administration Act, young Ontarians between the ages of 6 and 16 must attend school.

The trustees of the province are known for their firmness on negotiable working conditions. They wish to maintain their rights in this field. According to the recommendations submitted to the Minister's Committee on Negotiations Procedures, the Ontario Teachers' Federation (OTF) wishes to keep the present bargaining procedures. Although admitting to a few

weaknesses, the Federation of the five organizations of Ontario teachers states that bargaining must be carried out at the local level between the school board and the teachers. The Federation's document emphasizes the importance of the relations between the teachers, the trustees and the administrators if the education programs of each school board are to be improved. **The OTF suggests also that the negotiators for the teachers be relieved of teaching duties.**

Some 104,000 teachers are represented by the OTF. Besides its participation in the Minister's Committee on Negotiations Procedures, the Federation has sat on Cabinet committees looking into such matters as school programs, and the evaluation and certification of teachers. The pressure of present economic restrictions, however, has forced the Federation to reduce its activity in the fields of wages and other working conditions. **The fate of employer-employee relations is thus being**

decided within a number of Cabinet committees, and both parties are the better off for it.

MANITOBA

All public school teachers in Manitoba are paid under the terms of collective agreements negotiated by the regional or division associations of the Manitoba Teachers' Society. Each of these associations plays the role of bargaining agent and bargains on be-



half of several local units. The 48 regional associations have signed approximately 100 collective agreements. The local units within a regional association can make recommendations concerning the bargaining procedures, but cannot take the final decisions. Under the School Attendance Act, children between the ages of 7 and 16 must attend school.

The Manitoba Teachers' Society regards job descriptions as the major item in a collective agreement. According to Manitoba legislation, a collective agreement fixes the working conditions and, of course, the wage scales. A few ratified agreements mention the time allocated to extra-curricular activities, the preparation of courses, and the supervision of children. Once again, job descriptions appear to be the main issue of the 1970s—and Manitoba's teachers are optimistic.

The Schreyer Government is on the verge of making an important decision. Under the Manitoba Labour Relations Act, in force since mid-July, 1972, every worker except teachers, firemen and public servants may use strike action as a means of pressure. Now, according to the experts, **it is quite possible that the legislation will be amended early in 1973 to enable the teachers to strike**, if necessary. Other provinces will be watching developments closely to determine whether or not the present liberalization of the collective bargaining system will help the industrial relations climate in Manitoba.

SASKATCHEWAN

In Saskatchewan the bargaining unit corresponds to the regional school administration. The 11,058 organized teachers of the province

are divided among 13 units negotiating as many collective agreements. A major change occurred in 1968 when the 123 local bargaining units were reduced to 13 regional units. The next steps should now be designation of the Saskatchewan Teachers' Federation (STF) as sole bargaining agent, and the signing of a single agreement.

The STF wants to have adopted a law and regulations authorizing bargaining at the provincial level—that is, one single collective agreement negotiated between the provincial Government and the Federation. Moreover, an inquiry committee on bargaining for teachers has been set up.

Certain articles concerning compulsory arbitration provided for under the Teacher Salary Agreements Act have been abrogated. The appointment of the chairman of an optional arbitration board will henceforth be made by the Chief Justice of Saskatchewan, rather than by the Minister of Education. **Important improvements in the benefits paid to retired teachers were also made**, owing to certain amendments to the Teachers' Superannuation Act. Under the School Attendance Act, school attendance is compulsory between the ages of 7 and 16.

ALBERTA

Legislation in Alberta grants collective bargaining to its teachers, who are the first in Canada to obtain the right. Under the Alberta Labour Act, a local bargaining unit does not play the role of bargaining agent, but it can unofficially negotiate with its school board.

The Alberta Teachers' Federation (ATF) comprises 76 affiliated local unions, and 20,974 teachers are distributed among its various associations.

A local association may contain five to six bargaining units, the number thus corresponding to the number of school boards. In 1971, there were seven associations, representing 54 school boards and 88 collective agreements. At the present time, there are 51 districts, 22 divisions, and eight associations—that is, a total of 81 collective agreements.

Under the School Act, Alberta children between the ages of 6 and 16 must attend school. **There is no master agreement in the province, but the Teachers Association gives each bargaining unit an agreement sample. Each unit is free to follow this model or introduce changes.**

The bargaining procedure, defined according to the Alberta Labour Act and the School Act, follows six steps. Should local negotiations fail, a delegate of the ATF takes over; should the latter fail in turn, the matter will be referred to a conciliator, to a conciliation board, and to mediation. Should the parties fail to reach an agreement, the teachers will go on strike. **The two main characteristics of the process are, first, its flexibility and, second, the two conciliation steps:** the conciliator and the conciliation board are prepared to find ways to get the parties to agree.



Future negotiations in Alberta will depend a great deal on the attitude of the new Lougheed Government. Contracts and consultations with members of the Government became more frequent during the past school year. The ATF does not seem to be pleased with the decision of the school boards to establish regional bargaining; the system is blamed for its complexity and lack of flexibility.

As agreed, pension benefits will be improved. The teachers also insist that there should be prior consultation, in such a way that a school board may know the opinion of at least one teacher before issuing a regulation. Regarding working conditions as such, several agreements define the duration of the school day, week and year for the teacher; but the ATF would like the dividing line to make a clearer distinction between hours of teaching and hours of service.

BRITISH COLUMBIA

There were 23,000 teachers in British Columbia in 1971-72, and of these, 22,800 were members of the British Columbia Teachers' Federation (BCTF). In each school district, there is a local teachers association, each affiliated to the BCTF. Collective agreements are signed by the school boards and the local teachers associations. The province has 75 school districts and there are 75 collective agreements. Under the Public Schools Act, children between the ages of 7 and 15 must attend school.

Strong feelings were aroused on the subject of collective bargaining during the 1971-72 school year. The now famous Bill 3 was sanctioned last March 30, but the teachers aren't happy with the amendments it brought to the Public Schools Act. **Legislation will henceforth impose a ceiling of 6.5 per cent on the percentage of annual salary increments;** any increase greater than that must be

ratified by a referendum supported by 60 per cent of tax-paying property owners. Response to the amendments was instantaneous, and the teachers attacked the Government from all sides.

Adam Robertson, President of the BCTF, accused the then Bennett Government of wanting to deprive teachers of their bargaining rights. He called upon all teachers to resist any action of the Social Credit Government and urged his fellow members to undertake political action.

When W. A. C. Bennett was defeated in the 1972 summer election, the new New Democratic Party Premier, Dave Barrett, proud of the 38 seats won by his party out of a total of 55, promised "a century of popular government." **The political action of the B.C. teachers played a part in the crushing defeat of the Social Credit party,** and the teachers will not hesitate to remind Barrett of this fact. The relations of the BCTF with the Bennett Administration had sufficiently deteriorated to worry the population. Forthcoming exchanges with the new Government will therefore be of great interest because of the strategic position of the teachers.

YUKON AND NORTHWEST TERRITORIES

To complete the inventory of the collective agreements of Canadian teachers, one must not forget to mention those of the Yukon Territory, the Northwest Territories and the District of Yellowknife. There approximately 10,000 teachers in these faraway regions look after more than 18,000 children who must attend school between the ages of 6 and 15.

In the Yukon, **this year's negotiations have borne fruit, and the Association has managed to sign its first agreement**, valid for a two-year period. The school year will henceforth last a maximum of 200 days, and the **average wage increase for the teachers will be 7.8 per cent a year. A joint consultation committee, comprising two members of the Government and two members of the Association will examine problems common to both parties.** As of September 1973, the Yukon teachers will no longer be entitled to a service bonus (additional pay in terms of consecutive years of service in the Territory).

Noticeable among Northern teachers and their associations is a new ambition to exert constant pressure on their respective Governments to break new ground in the field of education. New programs should improve the quality of teaching, and at an early date. The Northwest Territories Teachers' Association will also hold monthly consultations with its employer.

TEACHERS ON THE MOVE

At the start of the 1972 term, the professional staff of elementary and secondary schools was estimated at 260,000 teachers. Not taking into account the collective agreements already signed, unsigned or about to be signed, there would be 555 contracts to be negotiated between Canadian teachers and their employers, the provincial Governments.

But already, **two provinces, Québec and New Brunswick, have only one single collective agreement**, signed by the Departments

of Education and the teachers associations. **The Yukon and Northwest Territories** and the Yellowknife Catholic School Board **also have a single agreement.**

Saskatchewan teachers openly admit their preference to negotiate only one provincial agreement. In B.C., the teachers are more interested in political action than in province-wide bargaining; but in the neighboring Province of Alberta, the school systems are grouping more and more into associations. Manitoba also is showing a tendency to regroup, and the Province now has only 48 regional associations.

Ontario is more conservative, with its 183 school boards and 209 teacher-school board agreements. In Prince Edward Island, one no longer speaks in terms of 300 school boards, but rather of five regional administrative units. In Newfoundland, the teachers are determined to acquire from the Government the legal right to collective bargaining. Teachers are on the move everywhere in the country, taking action from east to west. They are grouped in associations or federations, and enlarging the school districts has made it easier for them.

Teachers tend to put their faith more in bargaining than in economic sanctions. Because of this strong centralizing tendency, they will become more and more dependent on the vigour of their delegates at the bargaining table.

The slightest wrong move on the part of a leader of a teachers association will cause all its members to feel the effects of misjudged orientation. This is the price to be exacted by any centralization and any regrouping.

The teacher, who is a representative of the public and subject to the remonstrances of tax-paying parents, must entrust his or her fate to the handful of men and women who represent them before management. Hence the delicate position. Moreover, education is composed of two parts—teacher and pupil; and **the welfare of the latter must retain top priority, even as teachers try to improve their working conditions.** A concerted effort toward this goal must be made by the provincial departments of education and the provincial teachers associations.

Teachers associations, often affiliated with central labour congresses, may hold views that are not fully shared by their members. In the resolving of their differences, the 1970s will mark a turning point.

(André Dulude, the author of the foregoing article on the collective agreements of teachers, was a staff writer with **La Gazette du Travail** during the summer of 1972. He is now finishing a course at the School of Journalism, Laval University. He was interested in the aspects of collective agreements peculiar to each of the provinces and conducted his research through interviews with the provincial teachers associations and especially the Canadian Teachers' Federation. The opinions expressed in the article are those of the author. They do not necessarily reflect the views or policies of the Canada Department of Labour).

PRICE INDEXES

CONSUMER, OCTOBER

The consumer price index (1961=100) rose 0.1 per cent to 142.0 in October from 141.8 in September, the same percentage increase recorded between these two months in 1970 and 1971.

Food prices declined 1.0 per cent. The index for all items, excluding food, increased 0.6 per cent, chiefly because of advances in the clothing index of 1.5 per cent, and in the components for housing and for health and personal care of 0.8 per cent. The recreation and reading index rose 0.1 per cent and the transportation component decreased 0.2 per cent. There was no change in the tobacco and alcohol index. Between October 1971 and October 1972 the all-items index advanced 5.3 per cent.

The food index declined 1.0 per cent to 145.3 in October from 146.7 in September. In October the price level of food consumed

at home dropped 1.3 per cent, mainly because of lower quotations for fruit, vegetables and beef; but restaurant meal prices rose 0.6 per cent as increases were registered in several cities.

Fruit prices, on average, declined 4.9 per cent, owing to seasonally lower quotations for apples and some other fresh fruit. Most canned, dried and frozen fruit rose in price. The vegetable index declined 3.0 per cent because lower prices for many of the fresh items outweighed increases for a number of canned and frozen vegetables.

In the 12-month period October 1971-1972, the vegetable index increased more than 13 per cent, and the fruit index by more than 7 per cent. In the latest month, the meat, fish and poultry index advanced 0.5 per cent. Pork rose 1.6

per cent, with most cuts contributing to the increase; chicken prices advanced 3.0 per cent; and beef declined 1.2 per cent, because in several cities there were special prices on some cuts.

Since October 1971, the meat, fish and poultry index rose more than 15 per cent, with pork prices advancing, on average, more than 28 per cent. Between September and October, egg prices declined 1.7 per cent, but were still about 14 per cent above their level of a year ago. The bakery and cereal products index rose 0.3 per cent in the latest month, as most items surveyed, including bread, registered increases.

Increases were recorded also for some dairy products, including fluid milk, sugar, coffee, soft drinks and infants food. There were some decreases in a few items such as jam, pickles and tea bags. During the period October 1971 to October 1972, the food in-

dex advanced 9.2 per cent. The price of food consumed at home increased 9.5 per cent, and that for restaurant meals, 7.4 per cent.

The housing index advanced 0.8 per cent to 145.2 in October from 144.1 in September owing to an increase of 1.0 per cent in the shelter component and of 0.2 per cent in the household operation component. The shelter advance was caused mainly by a 1.5 per cent increase in the home-ownership element. Rents rose 0.2 per cent. Among household operation items, a number of household supplies, including detergents, soap flakes and toilet paper, were higher in price.

Furniture quotations, on average, rose 0.2 per cent, and household textiles, utensils and equipment prices declined. The telephone index registered a slight increase as higher rates were recorded in Saint John. Between October 1971 and October 1972 the housing index advanced 4.8 per cent.

The clothing index rose 1.5 per cent to 134.4 in October from 132.4 in September. Women's and children's wear price levels increased, on average, 2.6 per cent because of higher quotations for some outerwear items and also because of the discontinuation of sales. The men's wear index advanced 0.8 per cent because of higher prices for suits, slacks, socks, and work and sport shirts. The price level for business shirts

was lower owing to sales in some cities. Footwear prices rose 0.5 per cent mainly because of higher quotations for men's shoes. Piece goods prices and jewellery prices also advanced. Between October 1971 and October 1972 the clothing index rose 3.1 per cent.

The transportation index moved down 0.2 per cent to 134.1 in October from 134.4 in September because of lower price levels for inter-city travel and for automobile operation. A decline in the train fares index was responsible for a reduction of 1.1 per cent in the travel component, which more than offset some increases in air and inter-city bus fares. A decrease of 0.2 per cent in the automobile operation component, resulting from lower gasoline quotations in a number of Quebec and Ontario cities, brought gasoline prices to an average level slightly below that of October 1971. Motor oil quotations in the latest month were higher in many centres across the country and were 4.3 per cent above their level of a year ago. The transportation index was 2.3 per cent higher than in October 1971.

The health and personal care index advanced 0.8 per cent to 151.2 in October from 150.0 in September. The health care component increased 1.5 per cent, owing to generally higher dentists' fees. The personal care index rose 0.3 per cent because of increased prices for toilet soap, toothpaste and razor blades. Between October 1971 and October 1972 the health and personal care index advanced 5.3 per cent.

The recreation and reading index rose 0.1 per cent to 140.3 in October from 140.2 because of higher charges for admission to sporting events. Hockey ticket prices rose in Halifax, Montreal, Regina, Sas-

katoon, Calgary and Edmonton, and bowling fees increased in several cities including Toronto, Winnipeg and Vancouver. In October 1972 the recreation and reading index was 2.9 per cent above its October 1971 level. The tobacco and alcohol index was unchanged from its September 1972 level of 132.9 and was 2.5 per cent above its level of October 1971.

Consumer price index items, classified by commodities and services, give another view of the incidence of the change in prices. The services index advanced 0.7 per cent between September and October because of higher prices for shelter services, admission to sporting events, and increased dentists' fees. The total commodities index declined 0.2 per cent as the 1.0 per cent reduction in the food price level outweighed a 0.6 per cent advance in the price of non-durable commodities other than food, chiefly attributable to higher quotations for clothing, household cleaning supplies and toiletries. Between October 1971 and October 1972, the index for total services advanced 5.3 per cent and for total commodities 5.2 per cent.

CITY CONSUMER, OCTOBER

Between September and October, consumer price indexes (1961=100) declined in eight regional cities, remained unchanged in Saint John and Edmonton-Calgary, and rose in Vancouver and Saskatoon-Regina. The movements ranged from a decline of 1.1

per cent in Québec City to an increase of 0.1 per cent in Vancouver and Saskatoon-Regina.

Lower prices for most fresh vegetables, apples, turkey and many beef cuts were the main contributors to the decline of food prices in all the cities surveyed.

Higher prices were recorded for restaurant meals, many pork cuts, bread, and, in Winnipeg and St. John's, fluid milk. Increased rents and higher prices for some cleaning supplies were partly responsible for the rise in the housing indexes of nine regional cities. The clothing indexes that normally advance in October increased in all cities except Québec, where it remained unchanged, and in St. John's where it decreased 0.1 per cent.

The increases in the clothing components were caused mainly by higher price levels for women's and children's wear, especially outerwear items. The transportation index for all regional cities except Québec showed little movement from the preceding month. The decline of 1.4 per cent in Québec City reflected lower gasoline quotations.

The health and personal care components advanced in all of the regional cities. The contributing factors were higher dentists' fees and increased prices for toilet soap, toothpaste and razor blades. Higher prices for hockey tickets and increased bowling fees resulted in rises in the recreation and reading indexes of nine cities; they were unchanged in three others. In October 1972, the tobacco and alcohol indexes were unchanged in all regional cities.

Regional consumer price index point changes between September and October were, on the base 1961=100: Saskatoon-Regina +.1 to 129.8; Vancouver +.1 to 133.2; Saint John 132.7 (unchanged); Edmonton-Calgary 134.6 (unchanged); Winnipeg -.1 to 135.1; Ottawa -.3 to 137.6; Halifax -.4 to 132.4; Toronto -.4 to 136.2; Montreal -.6 to 132.3; St. John's -.7 to 131.4. On the base 1969=100: Thunder Bay -.4 to 108.5; Quebec City -1.2 to 107.1.

City indexes are not as comprehensive in price content as the Canada consumer price index, and may under estimate slightly the degree of price movement occurring. In this connection, the shelter component of the city indexes moves on the basis of changes in rents only; changes in both rents and home-ownership costs are included in the Canada index.

As a result of home-ownership costs having increased more rapidly than rents, the housing and all-items indexes for cities underestimate somewhat the rates of price increases, particularly over longer periods. Plans are being made by Statistics Canada to incorporate home-ownership prices in city indexes.

WHOLESALE

The general wholesale price index (1935-39=100) rose 1.4 per cent in October to 318.5 from the September index of 314.0. It was 9.3

per cent higher than the October 1971 index of 291.3. Five major group indexes were higher and three declined.

The vegetable products group index rose 2.5 per cent in October to 259.2 from 252.9 on higher prices for grains, tea, coffee and cocoa, vegetable oils, and sugar and its products. The price of wheat rose 14 per cent between September and October, and was 34 per cent higher than in July.

In the wood products group, the index advanced 2.5 per cent to 454.5 from 443.5, reflecting price increases for spruce, cedar and fir. Higher prices for pipe and tubing, wire and rolling mill products were mainly responsible for an increase of 1.3 per cent to 327.4 from 323.2 in the iron products group index.

The animal products group index advanced 1.0 per cent to 380.2 from 376.4 on price increases for leather, livestock, hides and skins, and cured meats. An increase of 1.0 per cent to 283.8 from 280.9 occurred in the textile products group index on price increases for imported and domestic raw wool and raw cotton.

Slight decreases occurred in three major groups indexes: non-ferrous metals to 271.1 from 271.6; chemical products to 245.2 from 245.6; and non-metallic minerals to 234.6 from 234.8.

GENERAL TOPICS

EMPLOYMENT REVIEW

There were increases in employment and unemployment between September and October. In percentage terms, the increase in employment was about the same as the usual change between these two months; the increase in unemployment was somewhat less than usual. **This resulted in a decrease in the seasonally adjusted unemployment rate from 7.1 in September to 6.9 in October.** The labour force increased from 8,840,000 in September to 8,878,000 in October, and compared with a year ago, advanced 180,000 or 2.1 per cent. These figures are not adjusted for seasonality.

The employment level, not adjusted for seasonality, increased from 8,381,000 in September to 8,395,000 in October. A year ago, there were 8,251,000 persons employed—144,000, or 1.7 per cent fewer than in October of this year.

There were 483,000 unemployed persons in October compared with 459,000 in September and 447,000 in October 1971. These figures are not seasonally adjusted. The unadjusted unemployment rate, representing the actual number of unemployed as a per cent of the labour force, was 5.4 in October and 5.2 in September.

The seasonally adjusted employment level increased from 8,310,000 in September to 8,328,000 in October. The employment level increased for men 25 years old and over, and for persons 14 to 24 years of age. The level decreased for women aged 25 and over. Slight employment increases were recorded in all regions except the Prairies where there was a small decline.

The seasonally adjusted unemployment rate was 6.9 in October.

The rate increased for persons aged 14 to 24 and decreased for persons 25 years of age and over. The unemployment rate decreased in British Columbia and showed little or no change in the other regions.

FEBRUARY CREDITS

Photos. NFB: Cover, p. 90, 94, 96, 113. Thomas Studio of Portraiture (Ottawa) Ltd.: p. 70, 76. Barney Gloster Studios, Windsor, Ont.: p. 70. Peter of Holland Photographers, Toronto, Ont.: p. 72. Studio Karel Photographer: p. 89.

EMPLOYMENT FATALITIES IN CANADA APRIL 1970 TO MARCH 1972

(For many years the Economics and Research Branch of the Canada Department of Labour has compiled and published statistics on employment fatalities in Canadian industry. The latest statistics are given in the accompanying tables. These have been prepared for the two-year period April 1970 to March 1972.)

There were 1,044 industrial fatalities in the period April 1971 to March 1972, compared with 1,045 in the period April 1970 to March 1971. These fatalities occurred among persons gainfully employed, and happened during the course of, or arose out of, their employment. They include deaths from industrial diseases.

Multi-fatalities. There was a marked increase in multi-fatalities related to activities in the transportation and construction industries in the 1971-72 period compared with the 1970-71 period. Multi-fatalities resulting from explosion or fire, and drowning, decreased sharply. In general, multi-

fatality accidents increased by 60 per cent, and related deaths by 11 per cent (see Table 1.)

Fatalities by sex. As shown in Table 2, men constituted two thirds of employed workers and 99 per cent of total fatalities in both the 1970-71 and 1971-72 periods. Women comprised one third of workers employed and 1 per cent of total fatalities.

Fatalities by occupation. From 1970-71 to 1971-72, primary-manual employment increased by 2 per cent, or 58,000 workers, and fatalities rose by 1 per cent from 668 to 674. White-collar service employment increased by 3 per cent, or 169,000 workers, and fatalities decreased by 2 per cent from 377 to 370 (see Table 2.)

Fatalities by industry. Table 2 shows that **workers in goods-producing industries**, who constituted more than one third of all workers employed, **accounted for almost two thirds of total fatalities** in both time periods. Employees in service-producing industries

formed nearly two thirds of all workers employed, and only slightly over one third of total fatalities.

Fatalities by region. Employment increased in the Eastern Region by 2 per cent, in Ontario by 3 per cent, and in the Western Region by 4 per cent, from 1970-71 to 1971-72. Fatalities declined 13 per cent in the Eastern Region, increased by 13 per cent in Ontario, and rose by 2 per cent in the Western Region (see Table 2.)

Incidence rates. In the 1971-72 period, there were 1,044 fatalities in an employed labour force totaling 8,148,000. The incidence rate—the relationship between fatalities and number of workers—was 0.013 for the 1971-72 period, the same as in the 1970-71 period. Regionally, the Eastern Region incidence rate decreased from 0.013 in the 1970-71 period to 0.012 in the 1971-72 period, the Ontario rate increased from 0.010 to 0.011, and the Western Region incidence rate was unchanged at 0.017.

TABLE 1—MULTI-FATALITIES, APRIL 1970 TO MARCH 1972

Multi-fatality	Accident		Death	
	1971/72	1970/71	1971/72	1970/71
Drowning.....	4	4	15	33
Explosion or fire.....	6	8	13	20
Transport accident.....	16	6	37	14
Construction mishap.....	6	2	14	4
Total.....	32	20	79	71
Percentage change.....	60%		11%	

TABLE 2—EMPLOYMENT FATALITIES BY SEX, OCCUPATION, INDUSTRY AND REGION, APRIL 1970 TO MARCH 1972

Analytical Category	Workers Employed* (Thousands)		Percentage of Total		Percentage Change (1970/71-1971/72)	Fatalities†		Percentage of Total		Percentage Change (1970/71-1971/72)
	1971/72	1970/71	1971/72	1970/71		1971/72	1970/71	1971/72	1970/71	
Men.....	5,433	5,322	66.7	67.2	2	1,034	1,037	99.0	99.2	0
Women.....	2,715	2,599	33.3	32.8	4	10	8	1.0	0.8	25
Primary—manual occupations.....	2,962	2,904	36.4	36.7	2	674	668	64.6	63.9	1
White-collar—service occup.....	5,186	5,017	63.6	63.3	3	370	377	35.4	36.1	— 2
Goods—producing industries.....	3,045	2,981	37.4	37.6	2	651	643	62.4	61.5	1
Service—producing industries.....	5,103	4,940	62.6	62.4	3	393	402	37.6	38.5	— 2
Eastern region.....	2,822	2,771	34.6	35.0	2	327	374	31.3	35.8	—13
Ontario.....	3,117	3,016	38.3	38.1	3	339	300	32.5	28.7	13
Western region.....	2,209	2,134	27.1	26.9	4	378	371	36.2	35.5	2
Canada.....	8,148	7,921	100.0	100.0	3	1,044	1,045	100.0	100.0	0

*Statistics Canada estimates, Catalogue 71-001. †Preliminary.

DECISIONS OF THE UMPIRE

CUB 3138. Stating that he had last been employed as a general clerk for the . . . Company from September 1, 1970 to October 1, 1971, inclusive, at a weekly salary of \$120, the claimant, age 25 and single, filed an application for benefit on October 1. He left his employment and returned to university because "he did not like the job" he was doing, but stated that he was available for work. On October 20, the employer reported to the District Office of the Commission that the claimant had terminated his employment to return to university.

On October 18, the claimant completed a Trainee Student Questionnaire showing that he had started an academic course at the University of New Brunswick on October 4, 1971 and that it was scheduled to terminate April 30, 1972. In reply to the question "What hours per day and days per week are you ready to work immediately before your course is terminated?" the claimant, said "Full time, Monday to Friday, should a job become available." He indicated that he was paying \$650 tuition fees and that he had not received or applied for a training allowance.

In view of the foregoing, the insurance officer notified the claimant on October 27, 1971, that pursuant to Sec. 41(1) of the Act he was disqualified from receiving benefit "for the first three weeks for which benefit would otherwise be payable" as he had voluntarily left his employment without just cause. The claimant was informed also that payment of benefit was suspended indefinitely from October 10, 1971 as he had failed to prove his availability for work because he was attending a full-time course of instruction (Sec. 25(a) of the Act).

The claimant appealed to the Board of Referees on November 2 and stated it was not the case that he was enrolled in a full-time university program, he was enrolled in a partial day program, with only three courses involved and two extension courses that take place in the evening. "I have followed this extension program for the past five years with the exception of the 1969-70 academic year when I withdrew from employment and did enrol in a full-time university program. At this time I made no application for unemployment benefit as I was not available for work during that academic year . . . Of the three day courses in which I enrolled, at least one can be transferred to the evening program. The other two will be dropped immediately upon employment. I chose my course very carefully so that I would be able to work and further my education at the same time as in past years . . . I am available for work the very moment it becomes available . . ."

The claimant had enclosed with his letter of appeal a declaration, dated November 2, from the Business Manager of the University of New Brunswick to the effect that the claimant was a special student taking three courses during the day and two at night, one of which could be transferred to the night section.

The claimant was present at the hearing of his case by a Board of Referees and his oral testimony was substantially the same as his declarations quoted above. He told the Board that he would terminate his day courses at any time he was offered employment, and that if he did not receive some remuneration from the Unemployment Insurance Commission, he would be forced to leave university. The Board found that the claimant had not shown just cause for voluntarily leaving his employment, and also that he had not proven his availability for work since October 10, 1971. The Board thought the Act did not adequately cover a situation such as a student's acquiring credits through night courses, and transferring day courses to night courses in order to become available for work. They were impressed with the sincerity of the claimant and expressed the view that should he consider it in his best interests to appeal their decision to the Umpire, this would be unanimously agreed upon by the Board, as the Umpire's decision would be a guidance for them in future cases of this kind. By unanimous decision, the Board dismissed the appeal on both the question of voluntarily leaving and that of availability for work.

On December 13, the claimant requested leave to appeal to the Umpire and declared, *inter alia*, that his contention of availability for work was completely nullified by his attendance at university; that he "could not prove" his availability until a job was found; that he was searching for work without much luck; and that should he obtain employment, he would not return to university. On December 15, the claimant addressed a letter to the Chairman of the Board of Referees in support of his claim. Permission to appeal to the Umpire was granted on December 22, at which time the Chairman said that according to

the Board there was a principle of importance attached; that the claimant in his appearance before the Board seemed most sincere; and that they felt the Umpire should review cases of this nature.

Following is the text, in part, of the observations of the Commission's Chief, Entitlement Determination:

"In several decisions, the Umpire has decided that leaving employment for the purpose of attending a course (CUBs 1154, 1641, 2491) or simply because of a dislike for a job (CUBs 463, 707, 905, 2303) did not constitute just cause within the meaning of the Act. However, that question should not have been submitted to the Board of Referees as the claimant did not appeal from such disqualification. His grounds for appeal against the Board's decision relate only to his availability for work. This is the sole question being put before the Umpire.

"Where a presumption of non-availability arises because of a claimant's attendance at a course, particularly if he has left full-time employment and incurred substantial expenses to attend the course, mere statements of availability are generally insufficient to prove that he is available for work (CUBs 765, 864, 880, 1249, 1302, 1401, 2805 and 2926) as required by Sec. 25(a). In an attempt to prove that he was really available for work, the claimant explained that out of five courses only three were given during the day; that one of these could be converted to a night course; that he would be quite prepared to abandon the last two day courses and that he had sought employment while attending university. Although he found it necessary to submit a statement from the university showing that he could revert a

one day course to a night course, he has supplied no evidence to show that he had visited employers and applied for work of a type that he could reasonably expect to obtain. His statement that two day courses would be dropped immediately upon employment is in conflict with the explanation given to his employer—that he was leaving work to return to university.

"The claimant's appeal to the Board of Referees was to the effect that, having to pay for regular expenses such as food and rent, he was in need of money and that work was essential for him. But this does not explain why he left a full-time job paying \$120 a week just before his courses commenced, when he had no prospect of any other work.

"As for the Christmas vacation during which his courses were temporarily interrupted, it appears that such period of availability for work was too limited in scope and duration to meet the requirements of Sec. 25(a) of the Act (CUBs 1189 and 2003).

"Therefore, it is submitted that the claimant has failed to prove that he is available for work and his appeal should fail."

The issue is whether the claimant was available for employment within the meaning of Sec. 54(2) (a) of the Act while attending university, the Umpire said.

"The claimant's endeavours to further his education are commendable and his need for money is unquestioned, but these are not considerations that can be taken into account by the adjudicating authorities in favour of the claimant. The determination of the issue must be made on the basis of other relevant considerations.

"In the claimant's letters there is an inference that taking a job would mean a dropping of his day courses. I gather from his letters, however, that payment of benefit would likely make it possible for him to stay at university without dropping or changing any of the courses for which he signed. This raises the question whether his primary concern is to find a job, with resultant dropping of courses part way through the term, or to receive payment of benefit and stay with his courses at the same time."

Certain facts stand out, he continued. The claimant gave up a job paying \$120 a week shortly before commencement of the university fall term. He obtained a student's loan for the academic year, enrolled for that full year; and paid tuition fees of \$650 for the full year. He had day classes in the middle of the week on Tuesdays, Wednesdays and Thursdays, as well as night classes.

The Commission's Chief, Entitlement Determination, has referred to the decisions of Umpires commenting on a presumption of non-availability of persons attending university at classes that would normally interfere with regular employment, particularly when coupled with payment of substantial tuition fees and giving up a job.

In numerous Umpire's decisions it has been said that the Umpire is not justified in overruling a decision of a Board of Referees unless he finds that the Board failed to consider all the evidence, or followed a wrong principle; that the decision is contrary to established jurisprudence or lacks evidence to support it; or that it is unreasonable or otherwise erroneous. In the present case the Board of Referees heard the claimant in person, and I am not able to find that the unanimous decision was erroneous and should be overruled. The appeal is dismissed.

CONCILIATION

During November the Minister of Labour appointed conciliation officers to deal with the following disputes:

Radio Trois Rivières Inc., Montréal, Qué., and National Association of Broadcast Employees and Technicians (Conciliation Officer: S. T. Payne).

General Aviation Services Ltd., Toronto, Ont., and International Association of Machinists and Aerospace Workers, Lodge 717 (Conciliation Officer: H. A. Fisher).

National Harbours Board, Québec, Qué., and Public Service Alliance of Canada (Conciliation Officer: G. R. Doucet).

Northern Industrial Carriers Ltd., Edmonton, Alta., and General Teamsters, Local 362 and General Truck Drivers' and Helpers' Union No. 31 (Conciliation Officer: A. A. Franklin assisted by D. H. Cameron).

Canada Tungsten Mining Corporation Limited, Tungsten, N.W.T., and United Steelworkers of America, Local 953 (Conciliation Officer: R. F. Langford).

Terminus Maritime Inc., Québec, Qué., and le Syndicat National des Débardeurs de Quais de Baie-Comeau (CSN) (Conciliation Officer: G. R. Doucet).

General Aviation Services Ltd., Dorval, Qué., and International Association of Machinists and Aerospace Workers, Lodge 2300 (Conciliation Officer: S. T. Payne).

Canada Coachways (Alberta) Ltd., Calgary, Alta., and Amalgamated Transit Union, Division 1374 (Conciliation Officer: A. A. Franklin).

Settlements by conciliation officers. Canadian Broadcasting Corporation and Radio Producers Association (Conciliation Officer: G. R. Doucet) (LG, Jan., p. 54).

La Compagnie Gaspésienne de Radiodiffusion Limitée, New Carlisle, Qué., and le Syndicat des Employés de C.H.N.C. (CSN) (Conciliation Officer: J. J. de Gaspé Loranger) (LG, Jan., p. 54).

Canadian National Hotels Limited (Macdonald Hotel), Edmonton, Alta., and Hotel and Restaurant Employees' and Bartenders' International Union, Local 93 (Conciliation Officer: George W. Rogers) (LG, Dec. 1972, p. 641).

Trucking Association of Québec Inc., Montréal, Qué. (representing certain trucking companies under federal jurisdiction) and the Cartage and Miscellaneous Employees' Union, Local 931 (Conciliation Officer: M. Archambault) (LG, Dec. 1972, p. 641).

The North Fraser Harbour Commissioners, Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officer: George W. Rogers) (LG, Sept. 1972, p. 491).

Conciliation board appointed. Radio Saguenay Limited (CKRS - CKRS-TV), Jonquière, Qué., and le Syndicat des employés et techniciens en radio et T.V. Saguenay Lac St-Jean (CSN) (LG, Dec. 1972, p. 641).

Conciliation board fully constituted. The Board of Conciliation and Investigation established to deal with a dispute between Télé-cable of Québec Inc., Québec, Qué., and Canadian Union of Public Employees (representing operating employees and salesmen) (LG, Jan., p. 55) was fully constituted with the appointment of Roland Tremblay of St-Jean, Qué., as chairman. Mr. Tremblay was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Bernard Prudhomme, and union nominee Andre Thibaudeau, both of Montréal.

Conciliation board reports received. Nordair Limited, Montreal International Airport, and International Association of Machinists and Aerospace Workers, Lodge 2309 (representing employees of the maintenance, traffic, operating and stores division) (LG, Jan., p. 55). (Full text appears in Supplement No. 6, 1972).

Lakehead Harbour Commission, Thunder Bay, Ont., and Lakehead Harbour Police Association (LG, Dec. 1972, p. 642). (Full text appears in Supplement No. 7, 1972).

Kent Line Limited, Saint John, N.B., and Seafarers' International Union of Canada (LG, Nov. 1972, p. 595). (Full text appears in Supplement No. 7, 1972).

Settlement reached after conciliation board procedure. National Harbours Board, Port of Montreal, and Seafarers' International Union of Canada (settled with the mediation assistance of M. Archambault) (LG, Jan., p. 55).

Strike action. Nordair Limited, Montreal International Airport, and International Association of Machinists and Aerospace Workers, Lodge 2309 (representing employees of the maintenance, traffic, operating and stores division) (strike commenced November 14, 1972) (see above).

MacKays Transport Company Ltd., Lloydminster, Alta., and General Teamsters, Local 362 (strike commenced November 8, 1972) (LG, Jan., p. 55).

Dispute in which conciliation board not appointed. Perma Construction Ltd., Whitehorse, Y.T., and International Union of Operating Engineers, Local 115 (LG, Dec. 1972, p. 641).

CERTIFICATION

The Canada Labour Relations Board met for three days during November. The Board granted seven applications for certification, rejected three and ordered a representation vote in one. Reasons for Judgment were issued in the granting of one application. The Board granted four requests to vary previous Orders of Certification, asking for a change in the name of the certified bargaining agent, and rejected one application for revocation of certification. During the month, the Board received 28 applications for certification.

Reasons for Judgment issued. In granting an application for certification made by the Vancouver-New Westminster Newspaper Guild, Local 115 of The Newspaper Guild, in respect of a unit of employees of Moffat Broadcasting Ltd., working in the news depart-

ment of Station CKLG in Vancouver, B.C. (Reasons for Judgment issued as Supplement No. 7, 1972) (LG, Sept. 1972, p. 490).

Applications for certification granted. Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, was certified as the bargaining agent on behalf of a unit of drivers, mechanics and helpers employed by Roberval Express Limitée, Longueuil, Qué., working in or out of its terminals in the province of Québec. The Syndicat du Transport Routier, which had represented the employees affected, intervened to contest the application. The Board's decision followed the taking of a representation vote in which the names of both unions appeared on the ballot (LG, Sept. 1972, p. 489).

Public Service Alliance of Canada was certified as the bargaining agent on behalf of a unit of office employees of the National Harbours Board employed at Saint John, N.B. (LG, Sept. 1972, p. 490).

Canadian Brotherhood of Railway, Transport and General Workers was certified as the bargaining agent on behalf of a unit of unlicensed employees of Karlsen Shipping Co. Ltd., Halifax, N.S., employed aboard its vessels "Martin Karlsen," "Brandal," and "Minna." In separate applications for certification made by the CBRT & GW for employees aboard the "Brandal" and the "Minna," and the Seafarers' International Union of Canada for a unit aboard the "Martin Karlsen," the Board found that the appropriate bargaining unit consists of the unlicensed employees aboard all three vessels. It conducted a representation vote with the names of both unions appearing on the ballot, and the CBRT & GW received majority support (LG, Nov. 1972, p. 594).

Seafarers' International Union of Canada was certified as the bargaining agent on behalf of a unit of unlicensed employees of Les Armateurs du St-Laurent Inc., Québec, Qué., employed aboard its vessel M/V "Maurice Desgagnés" (LG, Jan., p. 56).

The Canadian Mine Workers, Local 1, was certified as the bargaining agent on behalf of a unit of employees of Cassiar Asbestos Corporation Limited, Toronto, Ont., employed at its Clinton Mine in Clinton Creek, Y.T. (LG, Jan., p. 58).

International Association of Machinists and Aerospace Workers was certified as the bargaining agent on behalf of a unit of stewards and crewmen employed by Northern Wings Limited, Sept-Îles, Qué. (LG, Sept. 1972, p. 490).

Representation vote ordered. The Board ordered a representation vote in an application for certification made by the International Longshoremen's Association, Local 1739, in respect of a unit of employees of Bunge of Canada Limited, Québec, Qué., to determine their wishes as to the selection of the applicant as their bargaining agent in collective bargaining with their employer (Returning Officer: G. A. Plante) (LG, Oct. 1972, p. 544).

Applications for certification rejected. The Board rejected counter applications made by the Public Service Alliance of Canada and the Vancouver Harbour Employees' Association, Local 517, International Longshoremen's and Warehousemen's Union, for a unit of employees of the Pacific Pilotage Authority, Vancouver, B.C. The Board conducted a represen-

tation vote with the names of both applicants on the ballot. Local 517, ILWU, received a majority of the votes cast by the employees eligible to vote.

Subsequently both applicants requested permission to withdraw their respective applications. The Board denied the requests and rejected the application by Local 517, ILWU, because it was considered abandoned, and the application by the PSAC because it was not supported by a majority of the employees eligible to vote (LG, Oct. 1972, p. 544).

Seafarers' International Union of Canada, applicant, and Karlsen Shipping Co. Ltd., Halifax, N.S. respondent (unlicensed employees aboard vessels "Martin Karlsen," "Minna," and "Brandal"). The application was rejected because it was not supported by a majority of the employees eligible to cast ballots in a representation vote conducted by the Board (see applications for certification granted) (LG, Aug. 1972, p. 439).

Requests for review granted. In separate requests for review made by Teamsters Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, of previous Orders of Certification, the Board directed that the following Orders be amended by deleting the name of General Teamsters Local 181 (now merged into Teamsters Local 213), International Brotherhood of Teamsters, Chauffeurs, Ware-

housemen and Helpers of America wherever it appears therein, and by substituting therefor the name of Teamsters Local 213:

(a) Order dated January 25, 1972, affecting a unit of employees of Alltrans Express Ltd., Burnaby, B.C., employed at its bases in Burnaby and Terrace, B.C., Calgary and Edmonton, Alta., and Winnipeg, Man. (LG, Jan., p. 58; 1972, p. 198; 1971, p. 747);

(b) two Orders dated September 2, 1970, affecting separate units of employees of Chapman Transport Limited, Kelowna, B.C., one comprising operations employees and the other comprising clerical staff (LG, Jan., p. 58; 1970, p. 583, 796);

(c) Order dated January 27, 1972, affecting a unit of operational employees of Millar & Brown Ltd., Cranbrook, B.C. (LG, Jan., p. 58; 1971, p. 747; 1972, Apr., p. 198); and

(d) Order dated May 4, 1964, affecting a unit of driver employees of Van-Kam Freightways Ltd., Vancouver, B.C. (LG, Jan., p. 58; 1964, p. 493).

Applications for certification received. United Brotherhood of Carpenters and Joiners of America, Local 1325, on behalf of a unit of carpenters employed in the Northwest Territories by ATCO (Western) Ltd., Calgary, Alta. (Investigating Officer: A. A. Franklin).

International Longshoremen's Association Local 1845 on behalf of four separate units of stevedores employed on coastwise ships in the Port of Montreal: (a) Eastern Canada Shipping Ltd.; (b) Rail & Water Terminal of Montreal; (c)

Capitaine H. Turbis Stevedoring; and (d) Federal Commerce & Navigation Co. Ltd. (Investigating Officer: J. J. de G. Loranger).

Seafarers' International Union of Canada on behalf of a unit of unlicensed employees in the marine division of Algoma Steel Corporation Limited, Sault Ste. Marie, Ont. (Investigating Officer: H. A. Fisher).

Canadian Brotherhood of Railway, Transport and General Workers on behalf of seven separate units of brokers for Reimer Express Lines Limited, Winnipeg, Man.: (a) Arno Kroeker; (b) Dave Reid; (c) Doug Ferguson; (d) Hal Enns (amended later to read Velo Enterprises Limited); (e) J. Klippenstein; (f) Mid-Continental Leasing Corporation Limited; and (g) Wilmer Kornelson (Investigating Officer: A. E. Koppel).

Seafarers' International Union of Canada on behalf of a unit of employees of Canadian Pacific Limited, Montreal, Qué., employed aboard its vessel S.S. "Henry Osborne," Saint John, N.B. (Investigating Officer: M. Archambault).

Retail, Wholesale and Department Store Union, Local 561, on behalf of a unit of plant employees of Freshwater Fish Marketing Corporation, Winnipeg, Man. (Investigating Officer: A. E. Koppel).

Public Service Alliance of Canada on behalf of the Company of Young Canadians, Ottawa, Ont. (Investigating Officer: P. Patterson).

Air Crew Association Canada on behalf of a unit of flight crew personnel employed by Wardair Canada Ltd., Edmonton, Alta. (Investigating Officers: A. A. Franklin, Vancouver; K. Hulse, Toronto).

Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers and garage employees of Murray Hill Limousine Service Ltd., Montreal, Qué. (Investigating Officer: M. Archambault).

Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of engineers employed by Canadian Pacific Limited, Montreal, Qué., aboard its vessel "Henry Osborne," Saint John, N.B. (Investigating Officer: M. Archambault).

Local 2228, International Brotherhood of Electrical Workers, on behalf of a unit of employees of ITT Canada Limited, Guelph, Ont., employed on the Canadian North East Wideband Project (Investigating Officer: A. F. Tulloch).

Teamsters Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of separate units of employees of The British Yukon Railway Company, Vancouver, B.C. One unit comprises maintenance of way employees in the Yukon Territory and the other, dining room employees at Bennett, B.C. (Investigating Officer: G. W. Rogers).

General Truck Drivers & Helpers' Local 31, International Brotherhood of Teamsters, Chauffeurs Warehousemen and Helpers of America, on behalf of a unit of longshoremen of Coast Ferries Limited, Richmond, B.C. (Investigating Officer: R. F. Langford).

Local 9-892, Oil, Chemical and Atomic Workers' International Union on behalf of a unit of employees of Kleysen's Cartage Co. Ltd., Winnipeg, Man., employed at its Esterhazy, Sask. terminal (Investigating Officer: A. E. Koppel).

Syndicat des Employés du Quai de Golden Eagle (CSN) on behalf of a unit of employees of Oceanic Tankers Agency Ltd., Lévis, Qué. (Investigating Officer: G. A. Plante).

Local 636, International Brotherhood of Electrical Workers, on behalf of a unit of employees of Rogers Cable T.V. Limited, Toronto, Ont. (Investigating Officer: K. Hulse).

Pacific Pilotage Employees' Union, Local 1678, CLC, on behalf of a unit of employees of the Pacific Pilotage Authority, Vancouver, B.C. (Investigating Officer: R. F. Langford).

Application for revocation of certification rejected. The Board rejected an application for revocation made by Northern Wings Limited, Sept-Iles, Qué., of the Board's Order of Certification issued on June 23, 1967, which certified the International Association of Machinists and Aerospace Workers as the bargaining agent of a unit of pilots employed by the company. The Board is not satisfied that the union no longer represents a majority of the employees in the unit for which it was certified.

PUBLICATIONS IN THE LIBRARY

LIST NO. 286

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. Please indicate the publication numeral and the month listed, when requesting loans.

APPLICATIONS FOR POSITIONS

No. 1—Maki, Dennis R. Search behaviour in Canadian job markets. [Ottawa, Information Canada, 1972] 99 p.

ARBITRATION, INDUSTRIAL

No. 2—Baer, Walter E. Practice and precedent in labor relations. Lexington, Mass., Lexington Books [1972] 112 p.

ARBITRATION, INDUSTRIAL— COMPULSORY

No. 3—Logan, John Edwin. An analysis of the effects of compulsory conciliation in Canada on collective bargaining and strikes. [Ann Arbor, Mich., University Microfilms, c1972] 388 p.

BUSINESS—SMALL BUSINESS

No. 4—U.S. Small Business Administration. Starting and managing an employment agency, by Maxwell Harper and Arthur R. Pell. Washington [GPO, 1971] 118 p.

COLLECTIVE BARGAINING

No. 5—Amsden, Jon. Collective bargaining and class conflict in Spain. London [Eng.] London

School of Economics and Political Science; Weidenfeld and Nicolson [1972] 204 p.

No. 6—Collective bargaining: survival in the '70's? Proceedings of a conference sponsored by the Industrial Research Unit and the Labor Relations Council, Wharton School, University of Pennsylvania. Edited by Richard L. Rowan. Philadelphia, Industrial Research Unit, Dept. of Industry, Wharton School of Finance and Commerce, University of Pennsylvania; distributed by University of Pennsylvania Press [c1972] 481 p.

No. 7—Downie, Bryan McKay. Centralized collective bargaining: U.S.-Canada experience. [Kingston, Ont., Industrial Relations Centre, Queen's University, 1972] 38-63 p.

CONSUMERS

No. 8—Lancaster, Kelvin John. Consumer demand; a new approach. New York, Columbia University Press, 1971. 177 p.

CORPORATIONS, INTERNATIONAL

No. 9—Conference Board. Tax allocations and international business (corporate experience with Sec. 482 of the Internal revenue code) by Michael G. Duerr. New York, 1972. 97 p.

No. 10—Transnational industrial relations; the impact of multinational corporations and economic regionalism on industrial relations; a symposium held at Geneva by the International Institute for Labour Studies. Edited by Hans Gunter. [London] Macmillan [1972] 480 p.

No. 11—Vernon, Raymond. Sovereignty at bay; the multinational spread of U.S. enterprises. New York, Basic Books [1971] 326 p.

ECONOMIC CONDITIONS

No. 12—Conference Board. Canadian Office. Canadian economic expansion, 1972. Ottawa, 1972. 94 p.

ECONOMIC POLICY

No. 13—Organization for Economic Co-operation and Development. Industry Committee. The industrial policy of Japan. [Paris, 1972] 195 p.

ECONOMICS

No. 14—Kahn, Richard Ferdinand. Selected essays on employment and growth. [London] Cambridge University Press, 1972. 239 p.

EDUCATION, VOCATIONAL

No. 15—Conference Board. Technician education—who chooses it? By Shirley H. Rhine. New York, 1972. 45 p.

EMPLOYEES—DISMISSAL

No. 16—Fédération des industries belges. La jurisprudence et les délais de préavis applicables aux employés gagnant plus de 150.000 francs par an. Bruxelles [1971] 9 p.

HUMAN RIGHTS

No. 17—Rannat, Mohammed Ahmed Abu. Study of equality in the administration of justice. New York, United Nations, 1972. 270 p.

INDUSTRIAL DISPUTES

No. 18—Vagts, Christopher R. Anatomy of a teacher strike: case history of teacher militancy and how a board of education coped with it [by] Christopher R. Vagts and Robert B. Stone. West Nyack, N.Y., Parker Pub. Co. [1969] 254 p.

INDUSTRIAL PSYCHOLOGY

No. 19—Bass, Bernard Morris. Man, work, and organizations; an introduction to industrial and organizational psychology [by] Bernard M. Bass [and] Gerald V. Barrett. Boston, Allyn and Bacon [1972] 673 p.

INDUSTRIAL RELATIONS

No. 20—Blake, Robert Rogers. Managing intergroup conflict in industry [by] Robert R. Blake, Herbert A. Shepard [and] Jane S. Mouton. Houston, Tex., Gulf Pub. Co. [1964] 210 p.

No. 21—Marsh, Arthur Ivor. Workplace industrial relations in engineering [by] A. I. Marsh, E. O. Evans [and P. Garcia] [London] Kogan Page (Associates) [1971] 223 p.

No. 22—O'Dea, Raymond. Industrial relations in Australia. 2d ed. Sydney, West Publishing Corporation, 1970. 216 p.

No. 23—Sloane, Arthur A. Labor relations [by] Arthur A. Sloane [and] Fred Witney. 2d ed. Englewood Cliffs, N.J., Prentice-Hall [c1972] 544 p.

INSURANCE, HEALTH

No. 24—Conference Board. Top executives view health care issues by Seymour Lusterman. New York, 1972. 43 p.

INTERNATIONAL LABOUR CONVENTIONS

No. 25—Canada. Department of Labour. International Labour Affairs Branch. Canadian position with respect to Conventions and Recommendations adopted at the 53rd and 54th sessions of the International Labour Conference, Geneva, June, 1969 and June, 1970. [Ottawa, 1971?] lv. Eng. and Fr.

INVESTMENTS, FOREIGN

No. 26—Foreign direct investment in Canada. [Ottawa, Information Canada, 1972] 523 p.

ABOUT ECONOMICS

No. 27—Corina, John. Labour market economics; a short survey of recent theory. London [Eng.] Heinemann Educational Books [c1972] 81 p.

No. 28—Rowan, Richard Lamar, comp. Readings in labor economics and labor relations, ed. by Richard L. Rowan. Rev. ed. Homewood, Ill., Irwin, 1972. 625 p.

ABOUT LAWS AND LEGISLATION

No. 29—Kahn-Freund, Otto. Labour and the law. London, Stevens, 1972. 270 p.

No. 30—Law Book Company of Australasia Pty., Ltd. An outline of industrial law, Commonwealth and New South Wales; being part of the Law Book Co.'s Industrial arbitration service. 3rd ed. [Edited] by C. L. Cullen [and] J. J. Macken. Sydney, 1972. 130 p.

ABOUT ORGANIZATION

No. 31—McCarthy, William Edward John, ed. Trade unions; selected readings. [Harmondsworth, Eng.] Penguin Books [1972] 216 p.

No. 32—Saposs, David Joseph. The labor movement in postwar France. New York, Russell & Russell [1972] 508 p.

ABOUT PARTY (GREAT BRITAIN)

No. 33—Wilson, Harold. The Labour Government, 1964-1970: a personal record. London, Weidenfeld and Nicolson; Joseph, 1971. 336 p.



LABOUR UNIONS

No. 34—Crozier, Michel. The world of the office worker. Translated by David Landau. Chicago, University of Chicago Press [1971] 224 p.

No. 35—DeMaria, Alfred T. Manager unions? An AMA research report [by] Alfred T. DeMaria, Dale

Tarnowieski [and] Richard Gorman [New York] American Management Association [1972] 31 p.

No. 36—Your bank versus the union—what to do about it [by] L. Quincy McPherson and Sanford R. Seiler. [Boston, Financial Publishing Co., 1972] 117 p.

LABOURING CLASSES

No. 37—Stearns, Peter Nathaniel, comp. The impact of the industrial revolution; protest and alienation. Edited by Peter N. Stearns. Englewood Cliffs, N.J., Prentice-Hall [1972] 186 p.

POVERTY

No. 38—Puxley, Evelyn. Poverty in Montreal. Montreal, Dawson College Press [c1971] 84 p.

PRODUCTIVITY OF LABOUR

No. 39—Delamotte, Yves. The social partners face the problems of productivity and employment; a study in comparative industrial relations. [Paris] OECD [1971] 202 p.

RETIREMENT

No. 40—Streib, Gordon Franklin. Retirement in American society; impact and process, by Gordon F. Streib and Clement J. Schneider. Ithaca, Cornell University Press [1971] 316 p.

SOCIAL CONDITIONS

No. 41—Shonfield, Andrew, ed. Social indicators and social policy, edited and introduced by Andrew Shonfield and Stella Shaw. London, Heinemann Educational Books [1972] 151 p.

SOCIAL SECURITY

No. 42—International Social Security Association. The role of social security institutions in preventive medicine. Geneva, 1971. 69 p.

No. 43—Spitaels, Guy. Le salaire indirect et la couverture des besoins sociaux. Volume 3: La comparaison internationale, Allemagne, France, Italie, Pays-Bas. Bruxelles, Université Libre de Bruxelles, Institut de Sociologie, Centre de Sociologie de la Sécurité Sociale, 1971. 829 p.

SOCIOLOGY

No. 44—Bierman, Ralph. Toward the humanizing community; new careers for human service: a proposed demonstration model program [by] Ralph Bierman [and others. Waterloo? University of Waterloo, Dept. of Psychology? 1971?] 97 p.

No. 45—Giddens, Anthony. Politics and sociology in the thought of Max Weber. [London] Macmillan [1972] 64 p.

WOMEN—LEGAL STATUS, LAWS

No. 46—Boynick, David King. Women who led the way; eight pioneers for equal rights. New York, T.Y. Crowell [1972, c1959] 245 p.

No. 47—Canada. Women's Bureau. Women's Bureau '69- [Ottawa, Queen's Printer, 1970-] Eng. and Fr. Library has: 1969, 1970, 1971.

No. 48—Gilman, Charlotte (Perkins) Steton. Women and the economic relation between men and women as a factor in social revolution. Edited by Carl N. Degler. New York, Harper & Row [1966] 356 p.

No. 49—Paltiel, Freda L. Status of women in Canada, 1972; report of the Co-ordinator, Status of Women. [Ottawa, Information Canada, 1972] 39 p. Eng. and Fr.

WORK SATISFACTION

No. 50—Butteriss, Margaret. Job enrichment and employee participation, a study. London [Eng.] Institute of Personnel Management [c1971] 71 p.

No. 51—Price, Charlton R. New directions in the world of work; a conference report. [Kalamazoo, Mich.] W. E. Upjohn Institute for Employment Research, 1972. 40 p.

No. 52—Taylor, Lynda King. No for bread alone; an appreciation of job enrichment. London, Business Books [1972] 141 p.

WORKMEN'S COMPENSATION

No. 53—U.S. Bureau of Labor Standards. State workmen's compensation laws: a comparison of major provisions with recommended standards. Rev. ed. [Washington GPO, 1972] 48 p.

WORKS COUNCILS

No. 54—Piron, Jacques. Les conseils d'entreprise et les comités de sécurité et d'hygiène; commentaire des dispositions légales et réglementaires et des conventions collectives nationales en la matière, par Jacques Piron et Pierre Denis. Bruxelles, Editions de la Fédération des industries belges 1972. 328 p.

ABOUT STATISTICS

Principal Items	Date	Amount	Percentage Change from	
			Previous Month	Previous Year
(in thousands)				
TOTAL CIVILIAN LABOUR FORCE*				
Week ended November 11, 1972		8,887	+ 0.1	+ 2.7
Employed.....	November	8,363	— 0.4	+ 2.6
Agriculture	"	430	— 14.7	+ 8.7
Non-agriculture	"	7,933	+ 0.5	+ 3.3
Paid workers	"	7,402	+ 0.4	+ 3.9
At work 35 hours or more	"	6,569	+ 75.3	+26.6
At work less than 35 hours	"	1,480	— 65.3	—44.7
Employed but not at work	"	313	— 17.2	+ 8.7
Unemployed	"	524	+ 8.5	+ 4.2
Atlantic	"	59	+ 15.7	+ 9.3
Québec	"	188	+ 9.3	+ 7.4
Ontario	"	144	+ 3.6	— 3.4
Prairie	"	66	+ 22.2	+11.9
British Columbia	"	67	—	+ 1.5
Without work and seeking work	"	501	+ 8.4	+ 4.4
On temporary layoff up to 30 days	"	23	+ 9.5	+ 4.5
INDUSTRIAL EMPLOYMENT (1961 = 100)†	August	133.2	+ 1.7	+ 0.7
Manufacturing employment (1961 = 100)†	"	126.6	+ 2.4	+ 1.0
IMMIGRATION	1st 6 mths. 1972	54,313	—	— 8.2
Destined to the labour force	"	27,113	—	—12.3
STRIKES AND LOCKOUTS				
Strikes and lockouts	October	78	— 16.1	—22.8
No. of workers involved	"	29,501	— 11.8	—19.6
Duration in man days	"	419,520	— 10.2	+32.6
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†	August	150.95	+ 1.0	+ 8.5
Average hourly earnings (mfg.)†	"	356	+ 0.8	+ 8.5
Average weekly hours paid†	"	40.1	+ 1.5	+ 0.8
Consumer price index (1961 = 100)	"	141.3	+ 0.8	+ 4.7
Index numbers of weekly wages in 1961 dollars (1961 = 100)†	"	135.0	+ 1.9	+ 3.6
Total labour income (millions of dollars)†	"	4,780.4	+ 1.1	+10.0
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	October	199.2	+ 1.9	+ 5.4
Manufacturing	"	193.2	+ 0.7	+ 4.4
Durables	"	220.6	+ 1.2	+ 4.6
Non-durables	"	171.6	+ 0.1	+ 4.1
NEW RESIDENTIAL CONSTRUCTION**				
Starts	October	22,651	+ 7.9	—
Completions	"	18,812	+ 13.2	—
Under construction	"	166,747	+ 2.2	—

*Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion Bureau of Statistics Canada, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.

†Advance data.

‡Preliminary.

**Centres of 10,000 population or more.

STRIKES AND LOCKOUTS

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to 10 or more man-days. The number of workers involved includes all workers reported on strike or lockout, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

STRIKES AND LOCKOUTS, 1967-1972

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year				Per Cent of Estimated Working Time Lost
		Strikes and Lockouts	Workers Involved	Man-Days	Duration in Man-Day	
1967	498	522	252,018	3,974,760	0.2	
1968	559	582	223,562	5,032,730	0.3	
1969	566	595	306,799	7,751,880	0.4	
1970	503	542	261,706	6,539,560	0.3	
†1971	547	569	239,631	2,866,590	0.1	
†1971—October	38	101	36,673	316,470	0.2	
November	46	94	20,240	232,810	0.1	
December	27	81	14,171	152,590	0.1	
†1972—January	39	80	16,967	133,640	0.0	
February	35	78	28,153	239,330	0.1	
March	40	89	231,680	370,120	0.2	
April	43	94	232,930	1,831,840	1.3	
May	53	108	62,721	936,600	0.5	
June	58	118	118,294	1,195,060	0.7	
*July	36	106	92,102	1,162,030	0.7	
*August	29	89	36,823	647,360	0.3	
*September	42	93	33,211	467,310	0.3	
*October	31	78	29,501	419,520	0.2	

* Preliminary. † Revised.

STRIKES AND LOCKOUTS, OCTOBER, 1972, BY INDUSTRY, (PRELIMINARY)

Industry	Number Beginning During Month	In Effect During Month		
		Strikes and Lockouts	Workers Involved	Man-Days
Forestry	2	2	97	140
Mines	1	2	900	13,400
Manufacturing	11	41	11,662	173,510
Construction	5	9	2,616	48,810
Transportation and utilities ..	6	10	12,847	162,680
Trade	3	5	323	2,250
Finance	—	—	—	—
Service	1	6	831	17,430
Public administration	2	3	225	1,300
ALL INDUSTRIES	31	78	29,501	419,520

STRIKES AND LOCKOUTS, OCTOBER, 1972, BY JURISDICTION (PRELIMINARY)

Jurisdiction	Number Beginning During Month	In Effect During Month		
		Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	1	4	537	10,330
Prince Edward Island	—	—	—	—
Nova Scotia	1	2	2,770	37,840
New Brunswick	1	1	500	5,000
Quebec	4	19	2,527	44,450
Ontario	12	23	19,623	275,370
Manitoba	1	4	118	2,410
Saskatchewan	2	2	238	1,390
Alberta	1	1	200	3,600
British Columbia	4	15	2,306	30,700
Federal	4	7	682	8,430
ALL JURISDICTIONS	31	78	29,501	419,520

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, OCTOBER, 1972 (PRELIMINARY)

Industry				Duration in Man-Days	Starting Date	
Employer		Workers Involved	October	Accu- mulated	Termination Date	Major Issues
Location	Union					Result
Mines						
METAL						
Lornex Mining Corp., Highland Valley, B.C.	Steelworkers Loc. 7619 (AFL-CIO/CLC)	400	8,400	33,600	July 3 —	Hours of work—
Brunswick Mining and Smelting Ltd., Bathurst, N.B.	Steelworkers Loc. 5385 (AFL-CIO/CLC)	500	5,000	5,000	Oct. 18 —	Alleged unsafe mine condi- tions
Manufacturing						
FOOD AND BEVERAGES						
Dare Food (Biscuit Division) Ltd., Kitchener, Ont.	Brewery Workers Loc. 173 (AFL-CIO/CLC)	380	7,980	40,830	May 26 —	Wages, hours—
Bonavista Cold Storage Ltd., Bonavista, Nfld.	Food Workers Loc. 1253 (AFL-CIO/CLC)	357	7,440	31,660	June 29 —	Wages, hours, overtime pay, paid holidays—
Chaine Cooperative du Saguenay, St-Bruno, Lac St-Jean, Qué.	Commerce Employees (CNTU)	330	6,930	18,480	Aug. 14 —	Wages, hours, other benefits—
Gorton Pew, Cap-aux-Meules, Magdalen Islands, Qué.	Steelworkers (AFL-CIO/CLC)	—	—	14,450	Aug. 14 Oct. 2	Not reported—55¢ an hr. in- crease over a 2-yr. contract, 20¢, retroactive to July 7, 1972, for the first year.
McGraw-Edison, Etobicoke, Ont.	Steelworkers Loc. 5466 (AFL-CIO/CLC)	165	1,490	1,490	Oct. 19 —	Not reported—
Hiram Walker & Sons Ltd., Walkerville, Ont.	Distillery Workers Loc. 61 (AFL-CIO/CLC)	900	900	900	Oct. 23 Oct. 24	Grievances over supervisory personnel being used on union jobs—Return of workers.
McGavin Toastmaster Ltd. & Western Bakeries Ltd., Regina, Sask.	Bakery Workers Loc. 428 (AFL-CIO/CLC)	225	1,130	1,130	Oct. 25 —	Wages, hours, other improve- ments—
TOBACCO PRODUCTS						
Simon Cigar Co. Ltd., St. Laurent, Qué.	Tobacco Workers Loc. 328 (AFL-CIO/CLC)	280	3,920	21,280	July 5 Oct. 21	Not reported—Not reported.
WOOD						
MacMillan Bloedel Ltd., Red Band, B.C.	Woodworkers Loc. 1-217 (AFL-CIO/CLC)	190	3,990	17,860	June 19 —	Not reported—
Canadian Forest Products, Huntting-Merritt, B.C.	Woodworkers Loc. 1-417 (AFL-CIO/CLC)	200	4,200	6,800	Sept. 13 —	Not reported—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, OCTOBER, 1972 (PRELIMINARY) (CONT.)

Industry			Duration in Man-Days		Starting Date	Major Issues Result
Employer	Union	Workers Involved	October	Accu- mulated	Termination Date	
Location						
B.C. Forest Products, Mackenzie, B.C.	Pulp & Paper Workers of Canada, Loc. 18 (Ind.)	220	1,320	2,860	Sept. 21 Oct. 11	Wages, working conditions- Wage increases over a 2-yr agreement; improved fringe benefits.
Northwood Pulp Sawmill Div., Prince George, B.C.	Woodworkers Loc. 1-424 (AFL-CIO/CLC)	250	5,250	6,500	Sept. 25 —	Not reported—
Ass. Manufacturies du Bois, St-Juste, Qué.	Carpenters (AFL-CIO/CLC)	170	1,870	1,870	Oct. 17 —	Not reported—
PAPER						
B.C. Forest Products Crofton, B.C.	Pulp & Paper Workers (Ind.)	500	1,000	1,000	Oct. 17 Oct. 19	Protesting the company's use of an outside contractor to haul waste materials—Return of workers when issue resolved
PRIMARY METALS						
Sydney Steel Corp., Sydney, N.S.	Steelworkers Loc. 1064 (AFL-CIO/CLC)	2,700	37,800	56,700	Sept. 21 Oct. 23	Wages, pension benefits—50¢ an hr. increase retroactive to May 1, 1972, a further 45¢ in the sec- ond year.
METAL FABRICATING						
Locweld & Forge Products Ltd., Montreal, Qué.	Steelworkers Loc. 2366 (AFL-CIO/CLC)	320	6,720	22,080	July 25 —	Not reported—
MACHINERY						
Massey-Ferguson Industries Ltd., Toronto & Brantford, Ont.	Auto Workers Locs. 439 & 458 (CLC)	3,300	66,000	66,000	Oct. 4 —	Wages—
NON-METALLIC MINERAL PRODUCTS						
Cegelec Industrie Inc., La Prairie, Qué.	Metallurgists' Miners and Chemical Workers Federation (CNTU)	170	3,570	20,740	May 10 —	Delayed negotiations in new contract—
Construction						
Canadian Electrical Manufacturers Assoc., Province-wide, Ont.	Elevator Con- structors Loc. 90 (AFL-CIO/CLC)	1,200	25,200	49,830	Aug. 29 —	Protest over lack of progress in negotiations for a national con- tract—
Canadian Elevator Manufacturers, Lower Mainland, B.C.	Elevator Con- structors Loc. 82 (AFL-CIO/CLC)	227	4,770	8,400	Sept. 8 —	Protest over lack of progress in negotiations for a national con- tract—

RIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, OCTOBER, 1972 (PRELIMINARY) (CONT.)

Industry	Employer	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues
				October	Accu- mulated	Termination Date	
Location							Result
The Canadian Elevator Manufacturers, Montreal & Québec, Qué.	Elevator Constructors Locs. 89 & 101 (AFL-CIO/CLC)		600	12,600	19,200	Sept. 15 —	Protest over loack of progress in negotiations for a national contract—
The Canadian Elevator Manufacturers, Edmonton and Calgary, Alta.	Elevator Constructors Locs. 122 & 130 (AFL-CIO/CLC)		200	3,600	3,600	Oct. 5 —	Wages, fringe benefits, union jurisdiction—
Foundation Group of Companies, External Affairs Project Job Site, Ottawa, Ont.	Various construction unions		280	560	560	Oct. 23 Oct. 25	Employing non-union elevator and mechanical personnel—Return of workers.

ransportation and Utilities

RANSPORTATION

*Canada Steamship Lines Ltd., Montreal, Qué., Thunder Bay, Windsor, Sarnia and Port Credit, Ont.	Railway Clerks Various locals (AFL-CIO/CLC)		350	7,290	13,120	Sept. 8 —	Wages, hours—
Four Truck Transport Companies, Cowichan Valley, B.C.	Woodworkers Loc. 1-80 (AFL-CIO/CLC)		160	320	320	Oct. 11 Oct. 16	Wages—47¢ per hr. increase plus 10¢ per hr. for tradesmen and apprentices retroactive June 18, 1972, 40¢ across the board June 15, 1973 other improved benefits.

OWER, GAS AND WATER

Ontario Hydro, (Rotating) Province-wide, Ont.	Public Employees Loc. 1000 (CLC)		11,930	151,740	897,600	June 25 Oct. 20	Wages, job security, working conditions—Return of workers pending arbitration decisions.
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Brewers' Warehousing Co. Ltd., Hamilton area, Ont.	Brewery Workers Loc. 334 (AFL-CIO/CLC)		136	410	410	Oct. 23 Oct. 26	Wages, hours, seniority, other matters—Basic wage rate raised from \$122.50 to \$193.00 per wk., 30¢ an hr. across the board Jan. 1973; other improvements.
Automotive Hardware Ltd., Toronto, Ont.	Steelworkers Loc. 7105 (AFL-CIO/CLC)		112	780	780	Oct. 23 —	Wages, other improvements—

Service

HEALTH AND WELFARE

Toronto Western Hospital, Toronto, Ont.	Canadian Union of General Employees		675	14,950	54,000	July 12 —	Job classification, sick leave, hours—
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STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, OCTOBER, 1972 (PRELIMINARY) (CONCL'D.)

Industry	Employer	Union	Workers Involved	Duration in Man-Days		Starting Date	Termination Date	Major Issues Result
				October	Accu- mulated			

Public Administration

FEDERAL ADMINISTRATION

*Canadian Penitentiary Services—Dept. of Solicitor General, Kingston Penitentiary, Kingston, Ont.	Public Service Alliance of Canada (CLC)		100	100	100	Oct. 26 Oct. 27		Alleged refusal of senior penitentiary officials to listen to guards' grievances—Return of guards when negotiations resumed.
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*Federal Jurisdiction.

CANADA DEPARTMENT OF LABOUR PUBLICATIONS

Industrial Relations Research in Canada (annual). An inventory of industrial relations research undertaken by the Department, other government departments, academic institutions and private individuals. Free. Cat. No. L2-29/1970.

ECONOMICS AND RESEARCH BRANCH

Labour Organizations in Canada (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications and the geographic distribution of their local branches in Canada. (Bilingual). Price \$1.50. Cat. No. L2-2/1971.

Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts show strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 75 cents. Cat. No. L2-1/1970.

Wage Rates, Salaries and Hours of Labour, 1971. An annual report published in loose-leaf form and followed later by a paperback volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in major communities and most industries. First-year service, including attractive binder with index tabs and paperback volume, \$10.00; service without indexed binder, \$7.50; individual tables, free from Surveys Division. Paperback volume, \$3.00. (Bilingual). Cat. No. L2-554.

Working Conditions in Canadian Industry, 1971. (Bilingual). Price \$2.00. Cat. No. L2-15/1971.

Determination of the Appropriate Bargaining Unit by Labour Relations Boards in Canada, by Edward E. Herman, 1966. Occasional Paper No. 5. Price \$3.50. Cat. No. L2-26/5.

Wages in Canada and the United States: an Analytical Comparison, by Allan A. Porter and others. Occasional Paper No. 6. Price \$1.75, Cat. No. L2-26/6.

Union Growth in Canada, 1921-1967, by J. K. Eaton and K. Ashagrie, 1971. (English or French). \$2.50. Cat. No. L41-970.

WOMEN'S BUREAU

Working Mothers and Their Child-Care Arrangements. A statistical study of the number of working mothers, their work patterns, earnings and occupations; the number and ages of the children of working mothers; and the child-care arrangements of working mothers by their work patterns, occupations and earnings. 1970. (English or French). Free.

Women's Bureau '71. Papers dealing with statistical data on working women; need for perseverance in rectifying injustices affecting working women; actions taken as a result of the Report of the Royal Commission on the Status of Women; and two international agencies with which the Women's Bureau is closely associated. (Bilingual). Free.

Women's Bureau '69; and Women's Bureau '70. Two publications each presenting three papers. The papers deal with the status of women in the labour force and in society, and with various problems encountered by working women. (Bilingual). Free.

Women in the Labour Force, 1971, Facts and Figures. (Bilingual). Free.

LEGISLATIVE RESEARCH BRANCH

Labour Relations Legislation in Canada. A comparative study of the federal and provincial Labour Relations Acts in Canada as they existed at the end of 1968. (A separate reprint, published yearly, updating material in this publication, is available free on request). Price \$3.50. Cat. No. L34-2069.

Labour Standards in Canada. Sets out standards in effect under federal and provincial labour laws regarding child labour, minimum wages, equal pay for equal work, hours of work, weekly rest day, annual vacations with pay, public holidays, fair employment practices, notice of termination of employment, maternity protection (new section) and workmen's compensation. (English or French). Price \$1.00. Cat. No. L2-7/1971.

Workmen's Compensation in Canada. Deals with compensation for employment injury, the basic principles underlying the system, and coverage of the provincial Acts as of December 31, 1967. (Information on changes in workmen's compensation laws is published yearly and is available free on request). 1969. (English or French). Price \$1.00. Cat. No. L34-1969.

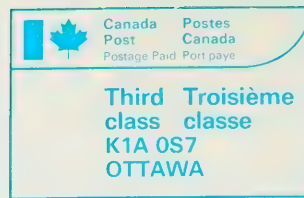
ACCIDENT PREVENTION AND COMPENSATION BRANCH

Safety Perspective Sécurité. Periodical designed to assist employers and employees in upgrading accident prevention programs. (Bilingual). Free. Cat. No. L36-2072.

Canada Occupational Safety Manual. Intended as a guide to persons charged with developing and maintaining an accident prevention program. 1. Planning for Safety. 2. Employment Safety Audit Guide. 3. Accident Investigating and Reporting. (English or French). 50 cents each.

Bibliography, Occupational Safety and Health. Lists some 500 selected holdings of Technical Library. Accident Prevention Division, 1971. Free.

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THE LABOUR GAZETTE



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It's a long way from the coal docks of Nova Scotia to the inner councils of the world labour movement—a journey that has left indelible marks on the attitudes of Donald MacDonald, President of the Canadian Labour Congress. MacDonald talks about that journey and his attitudes to Jack Williams, recently retired Public Relations Director of the CLC. See, Problems of the Past and Priorities of the Present.



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Official Journal
Canada Department of Labour

Vol. 73, No. 3/March 1973

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NEWS BRIEFS

■ **The federal Department of Manpower and Immigration has adopted a new industrial training strategy** in a bid to overcome national and regional shortages of skilled workers. The plan—"Training-on-the-Job for Skilled Shortages"—is available to employers to encourage the hiring and training of workers for hard-to-fill occupations.

It marks the first time that a government at any level in Canada has introduced a scheme of this kind. The plan differs from the on-the-job training program introduced 18 months ago in that employers are not expected to create jobs for persons who complete training. Under the new plan, those who finish training will immediately be available for hard-to-fill jobs.

All employers not financed primarily by tax revenues, including non-profit private agencies, are eligible for participation in the new program. It is also open to public employers who are financed mainly by public fees or sales.

The federal Government will reimburse employers 50 per cent of the trainees' wages during the first half of the training period, and 25 per cent during the second half. Maximum reimbursement will be \$118 a week for each trainee. Training periods may range in duration from six to 52 weeks, but the average training time is expected to be about five months. To qualify for training, trainees must be one year beyond school-leaving age in the province where they reside, and unemployed or laid off for at least one week.

Manpower and Immigration Minister Robert Andras believes that the new program will greatly improve Canada's effectiveness in matching labour supply with demand in all parts of the country. A recent Statistics Canada job vacancy survey, and the number of unfilled job vacancies recorded at Canada Manpower Centres, indicate that employers are having difficulty finding fully qualified workers to fill available jobs.

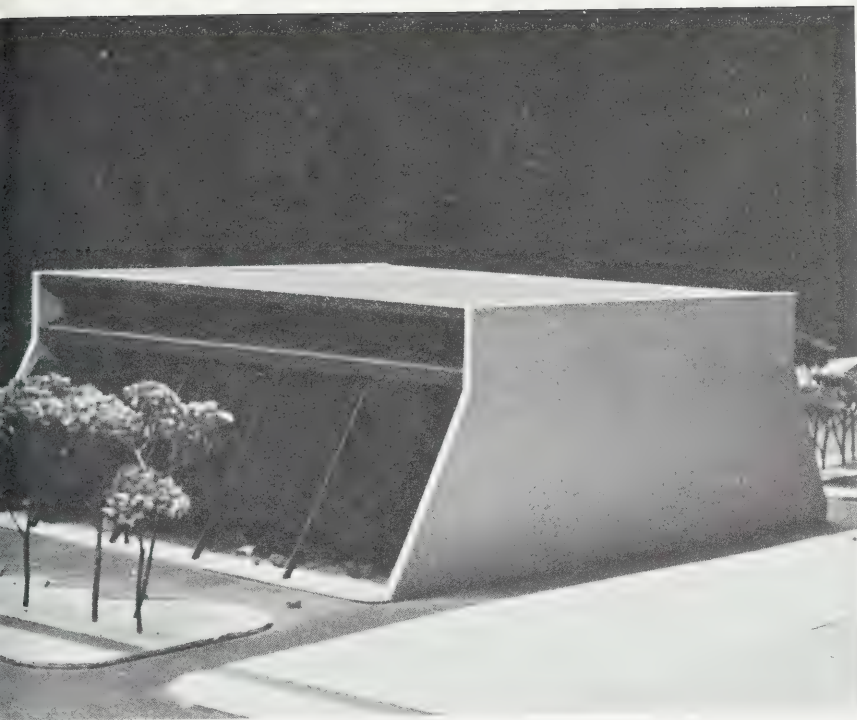
"Many workers will now have the opportunity for training and employment in occupations for which they would not otherwise qualify," Andras stated. The scheme would also cut down on lost production and profits caused by skill bottlenecks.

The Department of Manpower and Immigration estimates that at least 40,000 jobs will be created this year under the \$50 million Canada Manpower Training-on-the-Job Program. CMTJP was introduced as a winter job-creating program in October 1971 and successfully trained more than 42,000 Canadians, two-thirds of whom were retained as permanent employees. The federal Government pays up to 75 per cent of trainees' wages over a 6- to 40-week training period.

■ **The International Executive Board of the United Mine Workers has adopted several reforms proposed by President-elect Arnold Miller during the recent election campaign.** One change would lead to a complete overhaul of vacation plans, providing staff, employees, and officers of the union with the same vacation benefits coal miners receive under the bituminous coal contract. **A policy to end nepotism in hiring for union positions has also been approved.**

Previously, Miller had announced reductions in salaries for union officials and staff members. The three leading officers of the union voluntarily gave up the automatic \$25-a-day expense allowance that had been enjoyed by previous officeholders. Miller indicated that money saved by the salary cuts would go to expand the union's four-man safety department, and that mine safety would be an important focus for future UMW reforms.

■ **Affiliation of the recently formed Interprovincial Brotherhood of Electrical Workers with the Canadian Labour Congress has been approved.** The announcement was made by CLC Vice-President Jean Beaudry in a letter to the union. The 8,000-member union was formed by Québec unionists who voted to leave the International Brotherhood of Electrical Workers in order to form a new union. The International Brotherhood was not opposed to the jurisdiction of the new union and both unions remain affiliates of the CLC.



■ This modernistic, four-storey, brick-and-glass structure, scheduled for completion early in 1973, is the new Canadian Labour Congress headquarters building in Ottawa. It occupies a site near the Confederation Heights section of the city, overlooking picturesque Mooney's Bay Park. Architects for the project are Schoeler, Heaton, Harvor, and Menendez, the firm that designed the eye-catching Canadian pavilion at Expo '67 and the attractive Ottawa headquarters of the Public Service Alliance of Canada.

■ In December 1972, farmers in the Union des producteurs agricoles du Québec voted in favour of the Rand Formula of union dues checkoff. **The vote made the UPA sole bargaining agent for the province's 51,160 registered farmers.** Out of 35,776 votes cast, 25,328 were in favour of the formula. This was well above the 66 per cent vote required for check-off to proceed.

Albert Allain, President of the union, said the vote would assure proper financing of the organization. It also confirmed support for a form of trade unionism that he termed "neither a labour nor a management organization." The union has the right to strike if it is not satisfied with the prices obtained from the Agricultural Marketing Board and other official bodies.

Certification on behalf of a specific group of farmers is subject to the condition that 51 per cent of the producers of the area concerned acknowledge the UPA as their bargaining agent. Under the Rand Formula, marginal farmers—those with an income of less than \$1,000 per year—are exempt from the union dues of \$15 a year.

■ The Economic Council of Canada has launched a major study of the labour force to discover the nature and extent of unemployment in Canada. The Council says it will review sources of information on the labour market and examine how employment opportunities and social programs affect the labour supply.

"This study is necessary and urgent in the Council's view, if policies to reduce Canada's unemployment are to be maintained and be effective," the Council said in a December 1972 news release.

■ An English-French "Glossary of Terms Used in Industrial Relations," compiled by Gerard Dion, Professor of Industrial Relations at the University of Laval, has been made available in pocketbook form by the Québec Department of Labour and Manpower.

The glossary is part of a larger work now being prepared, the "Dictionary of Industrial Relations," and is designed to overcome the difficulties presented in translating industrial relations terms from English to French, or vice versa, without changing the technical meaning of the original text.

As the introduction to the book states, there has been no French-English vocabulary in industrial relations previous to this one, and in its compilation use was made of Canadian, French, and Belgian publications, as well as those of the International Labour Organization and the Organization for Economic Co-operation and Development.



Henry de Puyjalon

■ **The appointment of the Canadian Construction Association's first full-time president**—Henry de Puyjalon of Ottawa—has been announced by the CCA's current President, Eric L. Hartley. Although the organization's governing body, the National Board of Directors, will continue to set guidelines, the new arrangement will ensure that high-level policies be given priority on a sustained basis.

The Canadian Construction Association is the voice of the Canadian construction industry, the nation's largest industry. The CCA's membership consists of more than 3,200 firms and some 100 affiliated associations representing construction employers in the various sections of the country and the industry. **The election of a permanent president is in accordance with recommendations approved at the Association's 1972 annual meeting.**

Enlarging on the announcement, Hartley explained: "My successor as Chief Elected Officer of the Association will in future hold the title of Chairman of the Board. Mr. de Puyjalon brings with him a proven record of success in industry and government. He currently is Vice-President of Telesat Canada, responsible for planning, marketing and administration. Prior appointments in the Public Service include: Assistant Deputy Minister of Supply and Services; Assistant Secretary of the Department of Public Works; and a member of the Board of Directors of Defence Construction Ltd. Before joining the federal Government he was an executive with the Gatineau Power Company."

■ **The federal Winter Works Program, scrapped in 1968, was re-introduced in the early winter of 1972.** Renamed "The Winter Capital Works Project Fund," it is part of a four-phase program designed to create jobs during the winter months for the next three years. The \$500 million program is expected to produce at least 125,000 new jobs.

In a December 1972 statement, issued jointly by the Minister of Finance and the Minister of Manpower and Immigration, it was pointed out that an additional \$90 million allocation for the LIP and Training-on-the-Job Program "would not only contribute to the reduction of winter unemployment, but will also help to develop, on a long-term basis, the new ideas and techniques these programs have generated."

The additional \$90 million allocation to LIP and TOJ brings the "job creation" budget to \$215 million, compared with \$120 million for the corresponding period of the previous year. LIP will now get \$165 million and TOJ \$50 million.

Federal departments will receive \$60 million for labour-intensive activities during the winter months, and \$350 million will be provided from the provincial-municipal Winter Capital Project Fund for loans and grants to provinces and municipalities to finance capital projects undertaken this winter and during the next two years. The December 6 federal announcement had been preceded by announcements of winter works plans from four provinces—Nova Scotia, Ontario, Manitoba and Saskatchewan.

One criticism of the plan was voiced by **The Ottawa Journal**: "The haste in rushing ahead with winter works projects at this hour will produce some half-cooked schemes. Money will be wasted that need not have been wasted had the winter works plan been announced in time to allow rational planning by the provinces and the cities, who will have the burden of making it work as well as being its main beneficiaries."

The aim of the Works Project is to provide financing for provincial and municipal projects that would normally be beyond the means of those governments, and to advance the construction of projects that have been planned for the future.

A two-part incentive program will help to stimulate new programs and to concentrate on work in the winter months: half of the on-site labour costs incurred before the end of the program will be deducted or forgiven from the amount of the loan; the other half will be forgiven if incurred during the December 1 to May 31 periods. Thus, federal grants, in effect, will cover 100 per cent of on-site labour costs during the winter.

The federal Government has introduced new immigration regulations, effective January 1, 1973, permitting visitors to Canada to apply for temporary employment visas if they intend to work here. But the visas, renewable up to a maximum period of one year, will be granted only if there are no Canadians or landed immigrants available to fill the jobs.

When Manpower and Immigration Minister Robert announced the new measures, he emphasized that **the regulations are designed to protect the labour force from the unwarranted short-term use of foreign labour and introduce a measure of control over the long-term visitor.**"

Visitors are now required by law to declare their intentions before entering the country. Those who plan to stay in Canada longer than three months—even if they do not intend to work—must register with an immigration officer at the time of entry and when they decide to extend their stay. **Any violation of the new rules will be punishable by a fine of up to \$500, imprisonment for up to six months, or deportation.** There is no onus on employers, however, to ensure that foreigners in their employ actually have work permits; but employers could be prosecuted if it is discovered they have knowingly arranged for foreign workers without permits to take jobs that could be filled by Canadians.

Temporary employment in Canada can be pre-arranged through immigration officers abroad, and Canadian employers can still arrange for temporary workers to enter Canada to fill a shortage. Visitors with pre-arranged employment will find it much easier to obtain a work permit.

Among those exempt from the new regulations are armed forces personnel, diplomats, foreign news correspondents, visiting businessmen, members of professional sport teams, and transport crews. U.S. residents who commute daily to work in Canada will automatically get employment visas at the border.

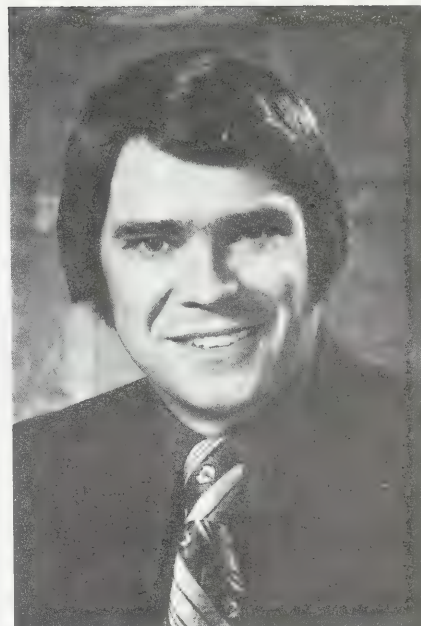
Visitors with employment visas or permits for extended stays will still be barred from applying for landed immigrant status from within Canada.

■ **The bankruptcy rate for smaller Canadian businesses continued to rise during 1972.** Projected to the end of 1972 from statistics gathered by **Dun and Bradstreet**, the number of bankruptcies came to 2,830, compared with 2,627 during 1971.

The average liability per failure dropped to \$77,000 from the 1971 average of \$125,000, an indication that **larger corporations were going bankrupt less frequently than in 1971.** The failure rate for smaller concerns, however, has continued the escalating trend of the past several years.

The situation in Japan makes an interesting contrast. There, small industries have managed to make profits of comparable proportion to those of major firms by using highly developed technology and making the best of their own advantages.

Although predominant in number, these small firms account for only 50 per cent of goods shipped in Japan, 44 per cent of wholesale transactions, and less than 38 per cent of exports. Of the 4,660,000 firms in Japan, 4,659,000 have fewer than 300 employees, and 3,781,000 have fewer than four employees.



R. C. Basken

■ **Reg Basken has been officially installed as President of the Alberta Federation of Labour.** He takes the position left vacant by Roy Jamha, who was recently appointed Chairman of the Workmen's Compensation Board.

Basken was born in Churchbridge, Saskatchewan and received his schooling in that province. After completing high school, he worked for the Saskatchewan Power Corporation from 1962 to 1963. During this time, he became president of the 3,300 member Local 9-649 of the Oil, Chemical and Atomic Workers' International Union. After becoming the first graduate of the Labour College of Canada, he joined the staff of the Canadian Labour Congress in 1963 and sat on the Health and Safety Committee.

In 1967 he became an International Representative for O.C.A.W. and was transferred to Edmonton. Basken served successively as second vice-president, then first vice-president, of the AFL before his appointment to the presidency.

■ **The Canadian economy moved up strongly in 1972 and, for the first time, the GNP surpassed the hundred billion dollar level,** according to a review made by the Department of Industry, Trade and Commerce. Output in real terms increased by about 5½ per cent, with a particularly strong upturn in economic activity in the final quarter of the year.

The number of new job opportunities greatly improved, with employment advancing about 3 per cent from 1971 to 1972, along with an increase in the labour force—one of the highest among the economically advanced countries of the world. The unemployment level showed little change from the rate of 6.3 per cent in 1971. **A substantial upswing in food costs contributed to the continuing price rise.**

Over the past four years, Canada's price performance has been better than that of our principal trading partners. Only the U.S. appears to have had a smaller overall price rise.

Spending for consumer durables, for non-durables, semi-durables and services has increased by a significantly larger amount than in 1971. Business spending on new plants and equipment appears to have resumed its moderate growth.

Merchandise exports strengthened in 1972; **the export total advanced by around 13 per cent, a rate more than twice as fast as in 1971.** Exports to the U.S. accounted for most of the absolute rise in Canadian exports. Exports to Britain and other Commonwealth countries and to the European Community had strengthened by the end of 1972.

Merchandise imports were up even more sharply than exports; thus, the merchandise trade surplus declined substantially for the second successive year from a level of over \$2 billion in 1971 to a figure approximately half as large in 1972. The overall current account balance moved from a surplus of about \$1 million in 1970 to a deficit of nearly the same proportion in 1972.

Despite these trends, the underlying external environment has been more favourable than in 1971. **The realignment of currencies has reduced international monetary uncertainties and has contributed to a strengthening of business confidence.** Industrial production has grown by close to 6 per cent in 1972 compared with 4½ per cent in 1971. Further gains took place in mining and mineral processing, with strong growth in petroleum and natural gas being the most conspicuous feature.

Looking ahead, it appears that **consumer spending is likely to remain an important source of strength,** although it cannot be assumed that the present high rate of increase will be maintained throughout the coming year. A field survey made in late 1972 of the capital spending intentions of major companies in Canada showed that they intend to raise capital outlays nearly 10 per cent.

With economic recovery clearly underway in West Germany, Japan, and several of the smaller western European countries, and with the general improvement of relationship between the Western and Communist nations, **the outlook for growth in overseas trade is promising.**

■ **Superannuation regulations regarding the compulsory retirement age of federal public servants, in effect since 1954, are to be changed** following a recent decision by the Trial Division of the Federal Court of Canada.

C. M. Drury, President of Treasury Board, announced in October 1972 that Public Service Superannuation Regulations are being amended to remove the discretionary provision related to compulsory retirement, solely for reason of age, between the ages of 60 and 64. In the case on which this action was based, the Trial Division of the Federal Court of Canada initially decided that this provision of the superannuation regulations went beyond the powers granted by law.

An appeal by the Government was later denied by the Court's Appeal Division. Initially, it had been agreed between the two parties that, if the regulation were to be declared ultra vires, the person concerned would be reinstated as an employee and paid his full salary from the date of his retirement, less any pension or other benefits paid to him, and less any income he may have earned in the meantime.

The same type of settlement will be extended to others who were retired under the provisions of the pertinent section or subsections that preceded it since the regulations first came into effect. These employees were given until December 1, 1972 to decide whether to retire voluntarily by December 31, 1972 or to return to work effective January 1, 1973.

For calculation of pension, credit would be given also for the additional years of service from the time of separation to December 31, 1972 if the worker were to agree to retire voluntarily then. If an employee decides to return to

work, he cannot expect to return to his former job, but will be appointed to a position in his former, or its successor, department where the maximum salary of that position will be not less than the salary of the position he held when he was retired.

Because full data are not yet available, it is not possible to estimate the cost of pay and pension adjustments to retired employees. A recent survey indicated that there are at least 78 public servants who have been retired under that section, most of them since 1969.

The present provisions for compulsory normal retirement at age 55, and the powers for extension of employment beyond that age, will remain in effect.

■ Although wages in Canada have been rising every year, real purchasing power has not moved very far ahead. Government figures show that, from September 1971 to September 1972, the average increase in the base rate under all major agreements in force, covering 1.5 million workers, was 19.0 cents an hour or 6.5 per cent. But in real terms, after the increase was eroded by a 5.3 per cent boost in consumer prices, workers gained an average net increase of only 1.1 per cent, compared with an increase of 4.9 per cent in 1971.

These figures were reported in a quarterly research bulletin of the Canada Department of Labour, following a study of collective bargaining agreements. The study is limited to agreements covering at least 500 employees.



■ Direct loss to the Port of Montreal resulting from last summer's work stoppages has been estimated at \$2,000,000. This estimate was made by Nickolas Beshwaty, Director of the Port, who added that indirect damages were not included in this figure. Had they been included, the loss would have been much higher, he said.

Grain shipments give some indication of the loss suffered, according to Beshwaty. Between 1971 and 1972, the apparent reduction in tonnage was 25,000,000 bushels, but the tonnage shipped was actually 40,000,000 bushels below the level projected for 1972.

■ The Alberta Board of Industrial Relations approved its first applications for compressed workweeks, it was announced January 1, 1973. The new three- and four-day schedules involve about 200 employees in nine companies and organizations. Included are 150 shift workers in three gas plants and a number of registered nurses at an auxiliary hospital who will work a basic schedule of three 12-hour days. Employees in two manufacturing plants, a print shop and an equipment firm will be able to go on a re-arranged week of four 10-hour days. The new shifts replace five eight-hour days. All the other provincial governments have permitted experiments with altered or compressed work-weeks.

■ **Why can some mid-career executives cope with change while others cannot?** A Toronto-based non-profit organization called Forty-Plus of Canada Inc., plans to spend about \$245,000 over the next five years on research to find out why.

Forty-Plus hopes to raise \$100,000 through a foundation or government grants and to get the rest in gifts and pledges from business organizations. Three Canadian companies have already contributed \$45,000 toward the project.

Robert F. Morrison of the University of Toronto's Faculty of Management Studies is in charge of research. He said there is hardly any information today on the complex subject of mid-career change in North America. While there is no dearth of scientific studies on children, young adults and the aged, he explained, the person between 30 and 60 has been virtually ignored.

"This is why we feel the research we are undertaking is so tremendously significant. It's a situation that adversely affects not only the lives and livelihoods of thousands of talented Canadians and their employers, but the health of the total business community and ultimately the economic and social well-being of the country."

The study will also try to find out how a company encourages or inhibits executive development and how co-operation can be developed to minimize the chance that job obsolescence will occur.

Morrison stressed the need for new management methods working to the best advantage of both employee and employer. Long-range planning must include planning in executive development, he

added. The ultimate aim of the research is to help people "make the most" of their middle age.

Forty-Plus was founded in Toronto in June 1971 and has since provided counselling, job guidance and information to more than 250 executives.



Robert F. Morrison

■ **The Canadian Labour Congress has launched a national recruitment drive among two million white-collar workers.** The campaign will be a long-term effort aimed at organizing employees of trust and insurance companies, banks, real estate firms and other offices. Toronto is one of the major targets because of its heavy concentration of office workers in a relatively small downtown area.

Funds for the drive—\$400,000 a year—are being raised through a 2-cent increase in the monthly per capita tax paid to the Congress by affiliated unions.

The employees recruited will belong to a new all-Canadian union—the Association of Commercial and Technical Employ-

ees—created by the CLC and backed by its affiliates. A private CLC survey of potential members showed that nearly 70 per cent were women aged 18 to 25 years, closely identified with management and not union-oriented.

Preparations for the campaign are being made by five specially trained organizers and have been going on since the fall. The union drive will rely heavily on the media—radio and television spots, newspaper advertising and attention-getting billboards. The billboard program will be followed by information campaigns showing what unionism can do in an increasingly impersonal work environment. The organizers are relying also on the more traditional approaches such as gathering names, making contacts, and signing up potential members.

Office locals have been organized before, but on the basis of one bargaining unit at a time, usually in industrial offices where white-collar workers saw their wages and benefits falling behind those of the unionized blue-collar employees. Less than 1 per cent of all employees in finance, insurance and real estate are organized.

■ **The sum of \$85.4 million has been made available by the federal Government to create summer jobs for 67,200 young people under the plan "Summer 73."**

The spending amount is frozen at last year's level because of the heavy demand on government funds from such sources as old age pensions. Also, the funds will not have to cover such a large number of students. It is estimated that 1,272,000 high school and post-secondary students will be on the summer job market this year, a slight decline from the 1972 level of 1.3 million.

"Summer 73" encompasses 12 different programs under the supervision of various government departments. The largest of these is the Opportunities for Youth Program, allocating \$39,970,000 for 13,834 participants, and coming under the Department of the Secretary of State. New criteria for approval of OFY projects were also announced. Replacing last year's standards of innovation and originality, job creation and benefit to the community will now be viewed as the essentials for funds to be extended. The Secretary of State also has Language Training, Hostels Services, and Group Travel Programs to employ another 11,000 young people.

The second largest program is Public Service Employment, giving 15,804 participants \$27,748,000 for either career-oriented or temporary work in the Public Service. Militia and Cadet Training under the Department of National Defence comes third, pinpointing \$5,500,000 for 7,473 reserve summer training recruits and \$600,000 for 4,400 summer cadet trainees.

Other programs designed to assist students are: Canada Manpower Centres for Students, Athletic Scholarships, Street Agency Support and Drug Research, Civilian Training, Hazardous Products Display, and Farm Idea Research.

■ **New regulations governing the working hours of motor vehicle operators under federal jurisdiction** came into force January 1, 1973, under Part IV of the Canada Labour Code (Safety of Employees). The purpose of the new rules is to limit hours of service in the interest of the safety and well-being of employees in the motor transport industry.

Hours of service have been limited to 10 hours driving a day—though five more hours of non-driving time may be worked daily—and 60 hours service per week. Provision is made for exceptional circumstances such as adverse traffic, road and weather conditions, special cargoes, and unusual operational requirements.

The regulations also prescribe minimum rest periods and require that a motor vehicle operator keep a daily log of his hours. Motor carriers must identify their vehicles as "Canada Carriers" and keep records of their drivers' hours of service.

Recent amendments to Part III of the Canada Labour Code (Labour Standards) prescribe that an overtime rate of time and a half must be paid to motor transport employees under federal jurisdiction.

City motor vehicle operators are now entitled to overtime after nine hours a day and 45 hours a week, and highway motor vehicle operators after 60 hours a week. But bus drivers will continue to receive overtime after eight hours of work a day and 40 a week. They may work a maximum of 60 hours a week.

All other classes of employees in the motor transport industry, including maintenance workers, warehousemen and helpers, will now receive overtime pay after eight hours a day and 40 a week, but their maximum hours may not exceed 48 a week unless authorized by the Minister, or required by an emergency situation.

■ A survey by Statistics Canada showed that **two thirds of the 20,000 students who were to continue their studies in Canadian universities during the 1971-72 term were in the labour market within a few months after university commencement** (March 1972).

Among the drop-outs, 28 per cent claimed lack of money or the fear of not being able to find a job once they had finished their studies; 20 per cent said it was because of the salary or the job offered them; and 14 per cent said that they were not satisfied with the university studies in which they had been enrolled.

■ **The Canadian Labour Congress launched a campaign in February to support senior citizens' groups in Canada.**

The CLC is asking local unions to: (1) establish a committee in support of senior citizens; (2) consider donations to senior citizens groups; (3) establish a senior citizens club associated with the local, or labour council; (4) have senior citizen spokesmen address union gatherings; and (5) support legislative action by the National Pensioners and Senior Citizens Association.

INTERNATIONAL ROUNDUP

■ There are signs that industrial relations will loom large at Sweden's general election later this year.

Although the \$13.9 billion budget presented in January by the Social Democratic Government goes a long way toward meeting labour's demands for social reforms, Swedish unions are asking for more industrial relations legislation to strengthen their hand in conflicts with management. They are seeking changes that would switch the legal emphasis increasingly toward workers' rights.

In response to pressure from the usually moderate Swedish Trade Union Confederation, the Government has set up independent inquiries to make recommendations on job security, industrial democracy, and employers' right to hire and fire.

Sweden has been fighting unemployment and maximizing job security through extensive use of purchase policy, state and municipal projects, state reserve funds for investment, payroll handouts in development areas, a retraining program with a virtually unlimited budget, and special steps to ensure the employment of elderly and handicapped workers.

Since July 1972, the progressive Labour Market Board responsible for these matters can pay 30 per cent of a company's wage costs for up to 12 months while new jobs are being sought for redundant workers. An early warning system for redundancy gives extra notice to the elderly, and a mobile squad of trained employment officers is on hand to tackle closure problems. The Government is taking steps also to ensure that homes are available for displaced workers in

areas where jobs can be found. The Labour Market Board can buy workers' old homes and offer generous assistance with removal costs.

The government's new budget proposes to guarantee unemployed people a minimum salary of \$7.00 a day, increased pension and sick pay, and allow a parent to stay home to nurse a sick child while collecting 90 per cent of his or her salary.

But the unions are pushing hard for new factory committees that would extend the scope of collective bargaining to take in personnel and recruitment matters and oblige firms to give the Board adequate notice of plans affecting their employees.

Swedish employers at present have a prerogative in hiring and firing. The unions insist that this must be changed by legislation if workers are to have full bargaining rights over their working conditions. Where industrial democracy is concerned, the odds at present are that at least two worker-directors will ultimately sit on the boards of all firms with more than 50 employees.

■ The Swiss economy is suffering as a result of government policy aimed at "stabilizing" the number of foreigners who may work in Switzerland. One of the main victims is the hotel industry, where one out of every six jobs is said to be vacant. This means that Swiss hotels could use 30,000 more foreign workers immediately.

Manufacturing is also feeling the pinch. There are empty work bays at big metal and machinery firms, and even premium pay rates will not persuade people to take on unpleasant foundry or factory jobs. In an overemployed society, the Swiss can afford to choose

what work they do, and they have been deserting industry in droves for white-collar jobs. It is estimated that between 50,000 and 100,000 additional foreigners could probably find jobs in industry if the authorities would let them in.

This they dare not do, says a report in **The Economist**, because "a sizeable chunk of the Swiss population is fed up with having to compete with Italians, Spaniards, Yugoslavs and Turks for lower priced housing, hospital beds, seats on trains and trams, and with classroom time being hogged by large numbers of foreign youngsters who often do not know the local language."

Switzerland followed a liberal immigration policy in the industrial boom of the early 1960s, and 112,836 foreigners arrived in 1961 alone; today, slightly more than one million foreigners account for 16 per cent of the population. Their number is now dropping, says **The Economist**. Only 40,000 new residence permits are issued every year, and every year, twice as many foreigners leave Switzerland. **The result has been lower standards in the tourist industry and a switch to production abroad.**

Swiss textiles are going to Spain and Portugal; other industries are investing heavily in Italy, Greece, Singapore and elsewhere. Giants such as Nestlé, Ciba-Geigy and Brown Boveri have always done this, but now, even medium-sized firms are doing it.

The Economist suggests that the present situation could have been avoided had the authorities acted earlier by imposing a head tax on foreign workers in the 1960s—paid by employers and spent on infrastructure. Earlier action would also have allowed industry to rationalize gradually without the present panic.

■ **Australia's new Labour Government—the first in 23 years—has announced that it is abolishing racial considerations in selecting immigrants.**

Recent Liberal-Country Party coalition governments eased the country's immigration policy but retained the goal of a "homo-

geneous society." This permitted the entry of non-whites and their families if the breadwinner were a professional or skilled worker, and if the family could be expected to integrate successfully into Australia's predominantly white society.

Since the policy was eased, non-whites have been coming at the rate of 9,500 a year; but they had to pay their own way.

Now these restrictions will end, but this does not mean that any number of non-white immigrants will be allowed in. **Future immigration is to be geared to Australia's manpower needs;** the deciding factors will be the skills of the applicant and the demand for those skills in Australia. This policy is similar to the 1967 immigration policy introduced in Canada by the Pearson Government.

Australian immigration minister Albert J. Grassby said the emphasis in future will be on sponsorship, with family reunion given high priority. He announced also that his department will give more attention to citizenship and settlement matters, improve immigrant selection overseas, and improve assistance to migrants during their early years of settlement.

Other major reforms announced by Prime Minister Gough Whitlam's Government include: increases in pensions and welfare benefits; 12 weeks maternity leave for federal employees; and grants to aboriginal children attending high schools. The Government also plans to spend an additional \$14 million this year on housing and special work projects for aborigines, who make up less than 1 per cent of Australia's population.



Edward Gough Whitlam



Albert J. Grassby



Pollution: a global concern

■ Air pollution is so bad in Venice, Italy, that all 50,000 workers in the Porto Marghera industrial district must be equipped with gas masks under an order issued in January by Venice's chief inspector of labour conditions. The order, which was sent to all 205 firms working in the area, followed several recent incidents in which workers were overcome by industrial gas fumes.

The workers, employed in the port's petroleum, chemical and aluminum industries, do not have to wear the masks at all times, but they must always carry them in case they are exposed to poisonous gases. The three dangerous substances being released in the air are phosgene, prussic acid and sulphur dioxide. A number of firms in Porto Marghera, including Italy's giant Montedison chemical company, already equip their employees with gas masks.

■ A five-year program of research and action to help developing countries choose technologies offering the best possibilities of balanced economic, social and technical progress has been announced by the International Labour Organization. It is receiving major financial support from the Swedish International Development Authority and the United Nations Development Program, and is being developed as part of the ILO's World Employment Program.

The new program will underline the importance of adopting technologies that create employment, raise productivity by making more efficient use of scarce capital, land and other natural resources, and give a greater economic role to less favoured sections of national communities.

Other aims are to help countries select, from the various technologies they might apply, those best suited to situations in which labour is abundant, and to decide what policy measures they must adopt in the fields of training, public finance, trade, aid and employment. Activities take the form of a series of research projects and country case studies.

■ Sociologist Leonard Goodwin of the Brookings Institution, Washington, D.C., says poor people are not poor because they do not want to work.

After studying the attitudes and work experiences of more than 4,000 persons, Goodwin concludes: "Poor people—males and females, blacks and whites, youths and adults—identify their self-esteem with work as strongly as the non-poor." Goodwin's findings—published by the Brookings Institution under the Title: **Do the Poor Want to Work?**—indicate that poor people accept welfare only because of continuing failure in the work world.

"The ways in which the poor do differ from the affluent can reasonably be attributed to their different experiences of success and failure in the world," Goodwin says. The Washington sociologist cites statistics from the U.S. government's Work Incentive Program (WIN) showing that, of the 1.6 million welfare recipients eligible for training, only 10 per cent were deemed suitable. Goodwin says that his findings suggest that, if the jobs people do get are below the minimum wage and regarded as "make work," they may "prove even more discouraging to the poor than no jobs at all." He emphasizes the need to provide the poor with "a chance to experience success in jobs that will support them."

He warns that stringent work requirements for welfare recipients, which are likely to lead to additional experiences of failure, can be psychologically damaging. **Appropriate policies must enable poor people to experience success.** Goodwin says that, in at-

tempting to formulate programs aimed at eliminating poverty, more consideration needs to be given to psychological factors.

Goodwin's report calls for the elimination of discriminatory barriers so that more poor people might become eligible for better jobs; and it recommends a guaranteed income "at least a small margin above the poverty level" to reduce the cost of failure when it does occur.

■ **Recent American federal statistics dealing with the incomes of minority groups reveal not only that salaries of women workers are lower than those of men but also that disparity is increasing.**

The Head of the U.S. Labor Department's Women's Bureau, Mrs. Elizabeth Duncan Koontz, outlines a grim picture: A woman working full time in 1970 made only 57 per cent of a man's income, down from the 1955 figure of 64 per cent. Women with one to three years of college education had lower incomes in 1971 than men who had completed only eight years of school.

Although increasing attention is being given to equalizing the salaries of men and women, it is not known if the pay gap was narrowed in 1972.

Koontz's remarks were contained in a paper titled "Myth and Reality in the Employment of Women," delivered at a meeting of the American Association for the Advancement of Science. Her paper was given at a time when she herself faced the prospect of seeking employment. The new Nixon administration had asked her, along with other high federal Government officials, to submit her resignation as a deputy assistant secretary of labor almost two months previously. Her resignation was subsequently accepted.

■ **Sweden's new, 37,000-member Graphic Union brings together bookbinders, lithographers and typographers.** The amalgamation of three of the country's oldest unions was made necessary by rapid structural changes in the graphics trade, and the gradual disappearance of dividing lines between the traditional occupational groups.

"The new technique differs considerably from the old," says Erik Alderin, President of the Typographers' Union. "For 60 years practically nothing occurred to change the technique. Now, computers with photo-setting are replacing the old lead-moulding; offset is replacing the rotary press. The smaller companies do not get through because big investments are needed. Newspapers, faced with strong competition from television, are experiencing greater difficulties.

"Up till now, we have experienced only the start of technological change," he says. "But it will assume still greater proportions. **That is why a trade union covering the entire graphics trade is needed.** It will help us cope with change, and create better opportunities for members to acquire further training."

The new organization will focus much of its attention on information and training, and on improving communication between leaders and members at both the local and central levels.

■ "Many times operators' knees, elbows, hands and arms brush their neighbors' bodies. To have men and women (even those with the best intentions and good will) working side by side under these conditions would create an intolerable situation," according to a 1966 American Telephone and Telegraph Co. position paper.

In January 1973—seven years later, to the month—**AT & T signed a \$38 million civil rights agreement providing increased pay and advancement opportunities for women, minorities and other employees.** The pact with the American Department of Labor and the Equal Employment Opportunities Commission is the largest job discrimination settlement in the nation's history.

The settlement provides that AT & T and its 24 operating companies make one-time, lump-sum payments totalling \$15 million to some 15,000 workers who, the EEOC had claimed, were victims of "pervasive and systematic" discrimination.

Another \$23 million per year will go into wage adjustments aimed at elevating women and minority males to equal standing with white males in similar jobs. EEOC Chairman William H. Brown said the measure will enable many of Bell's 780,000 employees "to strive for positions they never before considered open to them." David K. Eastlick, AT & T Vice-President said: "All parties should be pleased. Now that we have cleared away many of the uncertainties, we are eager to get on with the job."

50 YEARS AGO

■ "Apprenticeship is a very old institution. At one time on this continent it undoubtedly flourished. Why did it decline and almost disappear?" Joseph M. Pigott, of the Pigott, Healy Construction Company, Hamilton, Ont., asked this question at the fifth annual conference of the Association of Canadian Building and Construction Industries. His paper on **The Shortage of Mechanics and the Cure**, which he read at the conference, and in which he outlined a proposed system for apprenticeship, was reported in the March 1923 number of *The Labour Gazette*.

"... I believe it is reasonable to assume that we have, in the case of certain trades at least, fewer mechanics [skilled workers] year after year, in particular bricklayers and plasterers, and in the case of many other trades, such as carpenters, while there may not be an actual

shrinkage in the available number, there is just as serious a condition in the matter of their skill and efficiency. There are very few properly trained carpenters today, and they are getting fewer each year ... It is, then, entirely a matter of failure of the apprenticeship system.

"Why has the apprenticeship system failed? There are," he continued, "many opinions as to this. A great many of them, while very reasonable, you will find on thorough investigation, are not sound ... " You may be surprised to hear ... "that the apprenticeship system has been of little or no use so far as our supply of building mechanics goes, for a generation back. A canvass of the building mechanics who are properly trained will disclose to you a surprisingly large percentage of men who received their training in the Old Country ...

As far back as the year 1600, he said, there was a flourishing apprenticeship system. At that time it was the compulsory refuge of children who were charges of the state. They were not only apprentices but also the personal servants and factotums of the men to whom they were apprenticed, usually for several years. Throughout the 17th century, according to authoritative studies, apprenticeship flourished, because it was only through apprenticeship that children of parents in ordinary circumstances could secure an education. The free schools of today were unknown in the 17th century, and education was only for the "landed gentry." This was the condition that existed at the beginning of the American Revolution in 1775 and that continued until it ended in 1785.

In his complete work on the **History of Apprenticeship and Industrial Education**, Mr. Pigott continued, Paul Douglas says that until 1830 "the master worked side by side with his journeymen and his apprentice and was not sharply distinguished from them by either his earnings or his social position."

"The real growth in American industry and the actual Revolution in American industry follows the Civil War, when machinery was introduced in almost all types of manufacturing, and a tremendous development in the industrial life of the States commenced," the speaker said. "Hand in hand with this went the exploitation of apprenticeship to the point where it was nothing more or less than child labour, and became a menace to the welfare of the people at



arge. Paul Douglas says: 'It is quite clear that it debased the condition of the children in industry in two ways: (a) it divested apprenticeship proper of its educational features both trade and civic (b) it added children to industry who were not even nominally apprentices, but merely child labour'."

Out of the abuse of the apprenticeship system and the exploitation of child labour, our trade unions were created, he continued. They were created at this time to halt the abuse—to curb and control the apprenticeship system. But although they were seeking to protect their trades, it cannot be denied that they had justice and humanity on their side. The movement developed rapidly and unions were formed in almost every trade. Amalgamating in the '60s and '70s, the unions forced

legislation in the several states that made it compulsory to properly indenture an apprentice for three to five years. He had to be taught every part of the employer's business and provided with suitable clothing, board, lodging and medical attention. Severe penalties were provided for violation of these laws.

But then the pendulum began to swing to the other extreme and trade union organization and state legislation stopped not only abuses of the apprenticeship system, but the apprenticeship system itself. As proof of how far they went, the **Boston Journal** of July 5, 1890, said: "A liberal apprenticeship will do as much as anything else to put a wholesome restraint on trade union tyranny and make the mechanic arts again desirable and serviceable to the sons of the American citizens."

"It would not be correct, however," Mr. Pigott said, "to say that the trade union movement killed the apprenticeship system in the latter part of the eighteenth century. It would be true to say that they campaigned and agitated so vigorously against it, and by law made it a matter of such grave importance and deliberation wherein the employer must needs be ready and willing to teach the boy his whole business, must be ready to see him housed, clothed and fed, and be responsible for his health, that the employer quite naturally, even as you or I would do, turned elsewhere for his requirements. Fortunately for us, it was at his hand—immigration flowed into the United States and into Canada, too, and thoroughly trained mechanics from the Old Lands were there ready, trained and willing to work. Between this immigration and the rapid development of production by machinery, the apprenticeship system was killed."

PROBLEMS OF THE PAST AND PRIORITIES OF THE PRESENT

BY JACK WILLIAMS

It's a long way from the coal docks of Sydney, Nova Scotia, to the inner councils of the world labour movement; but, in retrospect, it was a logical course for Donald MacDonald, 63, President of the Canadian Labour Congress.

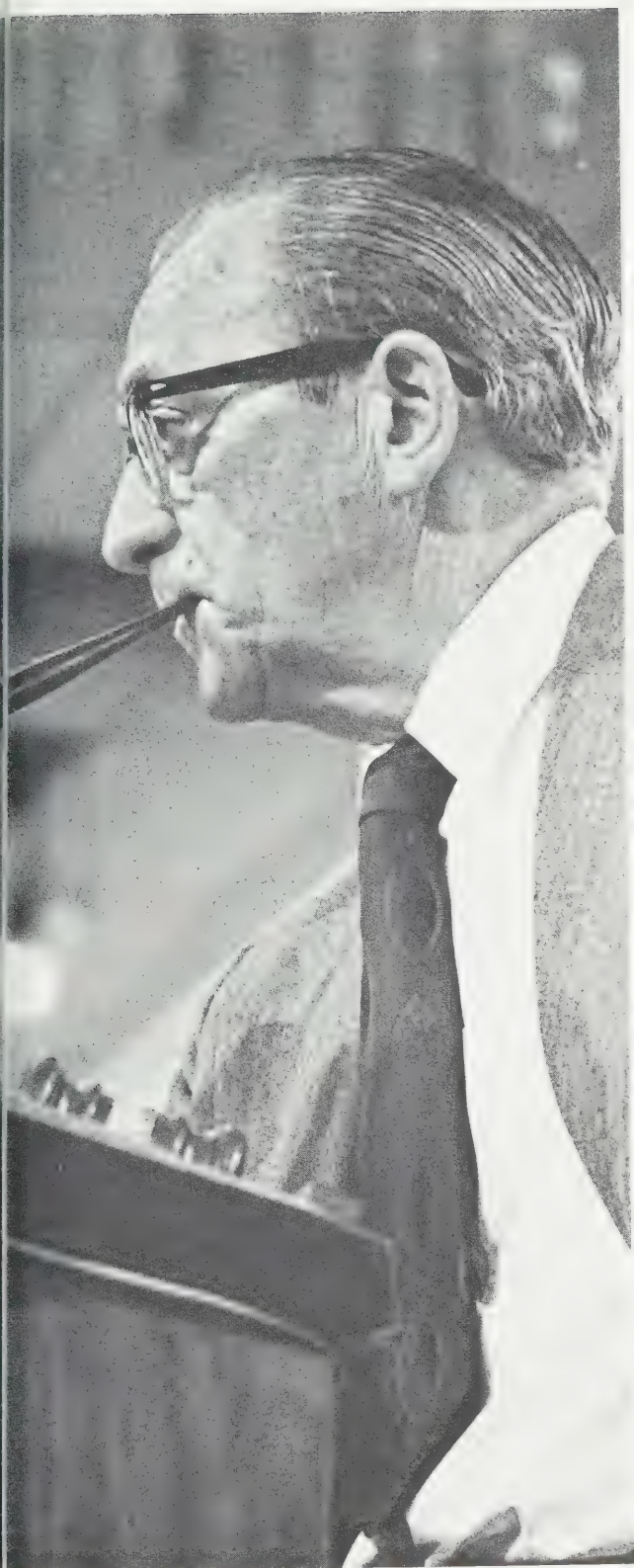
Recognized as a top Canadian labour leader because of that position, it is less widely known that MacDonald also holds the Presidency of the International Confederation of Free Trade Unions, a worldwide organization of some 50,000,000 members of unions in non-communist countries. MacDonald achieved further distinction when, in the 1972 Governor General's Honours List, he was made an Officer of the Order of Canada.

He publicly announced some months ago that he is serving his final term as CLC President and will not be a candidate for re-election when the Congress holds its next convention in Vancouver in May 1974.

Experiences encountered during his career, plus his Cape Breton Island background, are indelibly marked on the man, and they influence his attitudes and actions today just as they did when he was a youthful trade unionist.

Born in Halifax, he later went to Cape Breton as a young boy to attend the Holy Redeemer School and the Sydney Academy. At the age of 17, he went to work in the Nova Scotia coal industry, where he immediately became a member of Local 4560 of the United Mine Workers. By the age of 21, he was president of his Local. In dress he has always been conservative but immaculate. So it was during his coal-shovelling days, that his Saturday night appearances on Sydney's main street won him the nickname of "Duke."

MacDonald remained active in the United Mine Workers until he was black-listed by the company in 1940. His tone is still bitter when he talks of those days; they marked a turning point in his life. He has never forgotten or forgiven the company's action, which was apparently intended to end his effectiveness as a union leader. **His ultimate response was hardly what the management of that time could have expected.**



Donald MacDonald

A difficult period followed. He had always been an ardent supporter of the co-operative movement, and for a short time he managed a co-operative store; but he was apparently not cut out to be a retail merchant. An enthusiastic member of the Co-operative Commonwealth Federation, he ran for and was elected to the Nova Scotia Legislature in 1941, where he found himself the leader of a three-man group in the Legislature. He remained active in the CCF for some years and held various offices.

Today he is a strong supporter of the New Democratic Party, successor to the CCF; but holds no office. **He is among those union leaders who are opposed to any formal and highly structured relationship between organized labour and a political party, much as he believes in political action on labour's part.** He is insistent that, while giving support in every possible way, labour should retain complete freedom of action. Any suggestion of interference in labour matters from the CLC's political allies would rouse immediate and vigorous opposition from MacDonald.

In 1942, when he became a field representative for the then Canadian Congress of Labour, he had begun his journey to the top of the movement. Three years later he was regional director; and then, in 1951 he made the big move to Ottawa as national secretary-treasurer. He later played a key role in the discussions that led to the merger of the Trades and Labour Congress with the Canadian Congress of Labour to found the Canadian Labour Congress in 1956. MacDonald became secretary-treasurer of the new central body.

Despite the breadth of his contacts, the CLC President is a man with a relatively small circle of really close friends; many of those who have occasion to associate with him are inclined to regard him as somewhat cool and remote. This opinion was bolstered when he was appointed secretary-treasurer of the Canadian Congress of Labour. It was a small, struggling organization with barely more than 300,000 members. By comparison, today's CLC speaks for a membership of 1,800,000.

The old CCL's financial position was, to say the least, tenuous; and, as senior administrative officer with exclusive responsibility for finances, MacDonald had to exercise his hold over the organization's purse strings with a vigour that could hardly be expected to win friends. **Nevertheless, he succeeded notably in**



achieving financial stability—and the new Congress headquarters being built in Ottawa may, in a sense, be regarded as a monument to that success.

MacDonald has a keen interest in the international labour scene, probably nurtured by his early association with St. Francis Xavier University at Antigonish, Nova Scotia. The University is noted for its international outlook, and, as a young man, MacDonald took part in its extension program. He now holds an honorary Doctor of Laws from St. Francis.

An essential characteristic of the man's trade union philosophy is that **he sees organized labour as a people's social movement**—something going well beyond the bread-and-butter issues—though he would be one of the last to downgrade immediate economic needs.

His dedication to the movement is probably surpassed only by his faithfulness to his church. These strong, personal qualities exemplify a determination that prompts him often to view situations in terms of black and white. This tendency reveals itself when MacDonald occasionally expresses himself with a vehemence that startles listeners. Some of his critics have suggested that it would be better if he were more flexible; but that vehemence is a reflection of the strength of his convictions—and no one can challenge his sincerity.

Numerous opportunities to travel, to meet and talk with labour people in many other countries, have fitted in well with his view of the worldwide relationships among the labour movement. **In 1969 he became the first Canadian to be elected a vice-president of the International Confederation of Free Trade Unions; and last year he was appointed President.** He has also held the office of vice-president of the International Regional Organization of Workers (ORIT), a central labour body in Latin America.

MacDonald foresees that the structure of the international labour movement is headed for major changes, though he is hesitant to suggest exactly what form these new structures may take. The vital need for change, he says, is related to the vast expansion of multinational corporations. **"The only hope we have for a countervailing force opposed to these octopus-like corporations lies with the trade union movement,"** MacDonald says. "Without strong international organizational ties, the workers will be lost, and the world will simply fall into the hands of these profit-seekers."

The complexities of the problems that the international trade union movement faces are staggering—and this at a time when there is a serious split in the ranks of the non-communist unions through the withdrawal of the AFL-CIO from the ICFTU. This division, which shows no signs of healing, points up misconceptions that are often held regarding relationships within organized labour.

The Canadian Labour Congress, being composed of predominantly international—or, more properly, North American—unions, is frequently regarded as being under the domination of the central U.S. body, the AFL-CIO. **Yet the views of George Meany, President of the AFL-CIO, and those of MacDonald are widely separated, particularly in their political outlook on international affairs.** The AFL-CIO has not only withdrawn from the ICFTU; it operates its own international activities, often in competition with those of the ICFTU.

Lack of AFL-CIO financial support, has seriously weakened the ICFTU's programs; and this, MacDonald points out, at a time when they are most needed.

In some areas of the world, the labour movement is in a healthy state. The British Trades Union Congress has, for the first time, reached a membership of 10,000,000. In continental Europe, unions are growing. But in Asia and Africa the problems confronting trade unions are enormous. There the ICFTU has an educational program, but one of limited proportions because of the financial limitations. In India there is a permanent labour college, and in both Asia and Africa there are mobile educational programs, patterned to meet the needs of specific areas.

Canadian unionists have an outstanding record both in providing financial support for these programs and in making personnel available for leadership. **One of the features has been assistance in the development of co-operatives, and here, particularly, Canadians, with MacDonald's enthusiastic support, have played a major role.**

"In the Third World, conditions vary widely," he says. "In the developing countries, employment is very different from what it is in our terms. In many of these countries, agriculture is still the first employment, and union organization in that industry is extremely difficult. Many of the countries have very weak economies, and **part of the job of the labour movement is to help their peoples contribute to the development of a stronger economy.**

"In a large number of cases, the individuals who are most active in the labour movement are also closely identified with their nationalist movement, and political progress has priority over union affairs. Frequently there are close ties between the two, and at times it becomes difficult to separate them."

There are also difficulties in building a union structure to meet the economic situations created by the growing pattern of worldwide management. Apart from the ICFTU, there are some 16 trade secretariats in the world labour movement. They range from little more than paper organizations to well-organized and highly efficient operations; but MacDonald doubts whether they answer the need for a bargaining relationship between workers in various countries.

"Even the best of the secretariats are primarily concerned with one particular industry," he explains. "On the employer side, **the interests of a single corporation may range over a multitude of industries, and organized labour has to be able to meet them on that basis.**" Beyond this, there is the evident trend toward breaking the world into tight trade groupings, each of which opposes competition from other countries.

"The creation of new trade groupings is a growing source of conflict," the CLC President says. "It can create friction between workers in different countries. There has been evidence of this in Canada's present trade relations with the United States; and some people are trying to use it to break up the international union movement that exists in North America."

MacDonald waxes warm when he discusses attacks on international unions. **He holds strong views with regard to the role that North American unions have played in the building of a labour movement in Canada.** He is equally convinced that present needs of many Canadian workers can best be met through the



international structure. **At the same time, MacDonald, in common with other top CLC officers, looks forward to the day when the labour movement in Canada will be more purely Canadian than it is today.**

It was with this target in view that the Canadian Labour Congress, at its 1970 convention, adopted a set of guidelines for international unions, proposing that they "adopt a firm policy supporting minimum standards of self-government of the Canadian sections ... and that these standards include: election of Canadian officers by Canadians; policies to deal with

national affairs to be determined by the elected Canadian officers and/or members; Canadian elected representatives to have authority to speak for the union in Canada."

MacDonald freely admits that progress toward attainment of these objectives has not been as fast as he would like. "We have to be realistic," he says. "Some unions have adopted these guidelines in toto, some in part, and others have them under considera-

tion. The fact is that, in many instances, they call for constitutional changes that cannot be brought about quickly. And beyond this is the fact that, very often, the Canadian membership is a small proportion of the total membership—and this complicates things.

At the same time, MacDonald has no use for the "armchair critics who sit on the sidelines and try to tell us how to run unions. Most of these self-appointed experts, including some newspaper writers, don't know what they are talking about. There is too little thought about what the workers want, and about which union can do the best job for the workers. There have always been people who thought they were entitled to tell the workers what kind of a union they should have, and we still have them around today. Those who are trying to relate United States domination of industry to international trade unionism are not making sense. They are making an apples-and-oranges comparison."

The Canadian Labour Congress has made it clear that it includes the Committee for an Independent Canada among those who, in the CLC's view, are trying to interject themselves into the affairs of organized labour.

On the domestic scene, the Congress has recently been preoccupied largely with economic matters, and particularly the high rate of unemployment. This has resulted in an almost running battle with the federal Government—the fundamental difference of opinion being whether top priority should be given to fighting inflation or providing jobs.

MacDonald summarizes the CLC's policy on economic action needed in these words: **"What Canada needs is a policy that will provide a continuous and stable expansion to keep the economic system working at top efficiency.** We require policies that will put purchasing power into the hands of all our citizens now. An added productive effort is needed, and also a lightened tax load on the working people, who could thereby provide the purchasing power so desperately needed at this time. Our unemployment problems would then, over the long run, see some resolution."

As far as union membership is concerned, MacDonald forecasts continuing growth. He is able to point to a fairly steady increase in the absolute number of union members. At the same time, **he frankly recognizes the difficulty in getting union membership above the plateau of about 33 per cent of the labour force,** where it has hovered for some years. In this re-

gard, he points to the exceptionally rapid growth that has taken place in the Canadian labour force through the influx of young people at a rate unequalled in any other industrialized country.

Organized labour deserves a great deal of credit for the rapid expansion of unions in the Public Service.

The Canadian Union of Public Employees is the fastest growing union in the CLC; and the affiliation of the Public Service Alliance of Canada was a major leap in the growth of membership since the founding of the Congress in 1956.

The CLC is also actively engaged in discussions with several organizations of provincial government employees. **In addition, the CLC has what MacDonald describes as "a friendly relationship" with a number of employee organizations now outside what is commonly regarded as the organized labour movement:** they include teachers, nurses, and other professionals and semi-professionals.

By nature not a rashly optimistic person, MacDonald says he is "hopeful" of a developing relationship with these groups. "The more we talk, the more we find we have in common," he says. "In many countries, there is a sharp division between what were the original trade unions and the professional and semi-professional organizations; we are hoping that we can do better in Canada."

He is equally cautious about the CLC's new white-collar drive. "We are moving with some caution because we don't want to make mistakes; but we have a concrete program in operation and I think we are on the right track."

A subject of contention in the Canadian labour movement in recent years has been that of re-admittance to the Congress of unions that were expelled some years ago because they were considered to be under Communist control. **MacDonald, a veteran of the ideological conflicts of the 30's and 40's placed himself solidly among those who were opposed to a forgive-and-forget attitude.**

"Some people seem to be changing their minds," he said, when the subject was under discussion. "As far as the young people in our movement are concerned, they know little or nothing of the struggles of

the past. That's our fault; we have done an extremely poor job of telling them. They have never seen the efforts of the communists to take over control of our democratic union structure; they have never witnessed the attempts to completely destroy unions. There are basic philosophical differences, and they remain."

Nevertheless, the CLC decided to take back two of the unions concerned—the United Electrical Workers and the United Fishermen and Allied Workers. When that decision was made, MacDonald's reaction was short and pointed: "The years have wrought amazing changes."

But the CLC President does not live entirely in the past. He foresees major changes taking place in the structure of organized labour in Canada. "More authority to central bodies, such as the Congress, is inevitable," he says. "Some people say we are standing still; but look at the changes in the Congress constitution. **We have a disputes procedure for dealing with jurisdictional differences which, despite all its**

weaknesses, would have been unthinkable a few years ago. We have made real progress, and there is no doubt it is going to continue."

And when he looks to the future it is on labour's social role that he places the greatest emphasis: **"The Canadian Labour Congress now has an expanding program of social action** that involves us with co-operative housing, community health centres, consumer co-operatives, senior citizen and other community groups, native people's organizations, groups concerned with the environment, and human rights and civil liberties movements."

Organized labour has moved from a one-time position of relative isolation to become involved in working with such organizations as the Canadian Red Cross, the Vanier Institute for the Family, the Canadian Council on Social Development, the Canadian Safety Council and UNESCO. In his capacity as President of the CLC, he has been labour's official representative on many of these bodies.

MacDonald is frequently invited, as the representative of organized labour, to important functions in the nation's capital and elsewhere, and it is upon these occasions that he demonstrates the capability to fulfill such responsibilities with little difficulty—while always retaining his basically labour outlook.

MacDonald moved up from the position of secretary-treasurer of the Canadian Labour Congress to that of President in 1967, when the then president, Claude Jodoin, suffered an incapacitating illness. MacDonald was regarded as the logical successor and was unchallenged. **When he steps down at the next Congress convention, Donald MacDonald will be able to look back with justified pride on an era in which the labour movement in Canada made notable progress toward the social objectives that concerned him so deeply when he was shovelling coal on the docks of Sydney.**

(The opinions expressed in the foregoing article are those of the author and the person interviewed, and do not necessarily reflect the views or policies of the Canada Department of Labour.)



PRICE INDEXES

CONSUMER, NOVEMBER 1972

The consumer price index (1961=100) advanced 0.2 per cent to 142.3 in November, an increase slightly smaller than that recorded between October and November in recent years. Food prices declined 0.1 per cent but the index for all items, excluding food, increased 0.3 per cent because of advances of 0.6 per cent in the housing index and 0.4 per cent in the clothing index. The recreation and reading component rose 0.7 per cent and that for transportation declined about the same amount. An increase of 0.3 per cent was recorded for the Health and personal care index and the tobacco and alcohol component advanced 0.1 per cent. Between

November 1971 and November 1972, the all-items index advanced 5.1 per cent.

The food index declined 0.1 per cent to 145.1 from 145.3. The price level of food consumed at home in November declined 0.1 per cent and restaurant meal prices rose 0.2 per cent. Most major groups within the food at home component, recorded decreases although vegetable prices rose, on average, 6.8 per cent because of higher prices for most fresh, and all canned, varieties. A decline of 2.8 per cent in the fruit index was mainly due to lower prices for most fresh fruits. Since November 1971, the vegetable index advanced almost 13 per cent and that for fruit almost 8 per cent. **In the latest month, the meat, fish and poultry index declined 0.8 per cent.** Beef prices decreased, on average, 2.9 per cent because of reductions for most cuts, in several cities. Pork rose 0.3 per cent and

poultry prices increased 1.6 per cent in response to higher quotations for turkey. The meat, fish and poultry index, advancing 15 per cent since November 1971, registered the largest increase for any major food component in the last 12 months. Between October and November, egg prices dropped 3.8 per cent but were still 11 per cent above their level of a year earlier. The bakery and cereal products index declined 0.1 per cent in the latest month as lower prices on such items as corn flakes and cake mix outweighed scattered price increases for bread. Among dairy products, ice cream prices declined in Toronto and Winnipeg, and there were some reductions recorded for evaporated milk. Fluid milk and butter prices were unchanged. Decreases were registered for ground coffee, soft drinks, tea, shortening and jelly powders. Honey, instant coffee, infants' food and sugar recorded increases. Compared with a year earlier, the food index advanced 9.1 per cent with the price of food consumed at home increasing 9.5 per cent and that for restaurant meals 7.1 per cent.

The housing index advanced 0.6 per cent to 146.1 from 145.2 because of increases of 0.9 per cent in the shelter component and 0.2 per cent in the household operation component. An increase of 1.2 per cent in the home-ownership element was mainly responsible for the advance in the shelter component. Rents increased 0.1 per cent. Within household operation some fuel oil prices rises were registered in Montreal and Regina. Furniture prices increased 0.4 per cent. Because of higher carpet prices, the floor covering index increased 0.5 per cent. The textiles index in-

creased 0.2 per cent as a result of increased curtain and wool blanket quotations. Higher prices were recorded for clocks, hardware, glassware and a number of cleaning supplies. For dishes, toilet paper and light bulbs, quotations were lower. Between November 1971 and November 1972, the housing index advanced 4.7 per cent.

The clothing index increased 0.4 per cent to 134.9 from 134.4 and was 3.0 per cent higher than a year earlier. Footwear prices advanced 1.0 per cent with increases recorded for all items. The component for men's wear moved up 0.9 per cent mainly because of higher prices for suits, coats, ski parkas, sweaters and work clothing. An increase of 0.2 per cent in the price of women's wear was chiefly due to increased prices for some dresses, fur coats and nightgowns. The children's wear index declined 0.5 per cent because sale prices took effect on some items including boys' trousers and shirts and girls' snowsuits.

The transportation index decreased 0.7 per cent to 133.1 from 134.1 mainly because of a reduction in the prices for new cars that reflected adjustments for quality changes in 1973 models. There was a seasonal decrease in the train fares index and motor oil quotations rose to 0.4 per cent. Between November 1971 and November 1972 the transportation index rose 1.6 per cent.

The health and personal care index rose 0.3 per cent to 151.6 from 151.2 as a 1.2 per cent increase in personal care service prices outweighed declines for pharmaceu-

ticals and personal care supplies. Increases in women's hairdressing charges and men's haircut prices were responsible for the increase in the personal care services index; in the last 12 months this index has advanced 9.8 per cent. Among pharmaceuticals scattered decreases for vitamins and prescriptions outweighed higher prices for other items including headache tablets and antiseptics, and a number of personal care supplies, particularly toilet soap and toothpaste. The health and personal care index was 5.4 per cent higher than in November 1971.

The recreation and reading index advanced 0.7 per cent to 141.3 from 140.3, chiefly because of widespread increases in motion picture admission prices. Prices were higher also for hockey sticks and skates, but for camera film (including processing) they were lower. Between November 1971 and November 1972, the recreation and reading index increased 3.3 per cent.

The tobacco and alcohol index rose 0.1 per cent to 133.0 from 132.9 because of some higher liquor prices in Winnipeg and Vancouver and price increases for cigarette tobacco in several other cities. The index was 2.5 per cent above its level of a year ago.

Consumer price index items, classified by commodities and services, give another view of the incidence of the change in prices. The services index advanced 0.6 per cent between October and November because of higher



charges for shelter services, theatre admission, women's hairdressing and men's haircuts. The total commodities index was unchanged as lower prices for durables and for food, offset higher prices for non-durables other than

Food. The durables component decreased 0.5 per cent as the decline in the new automobiles index outweighed varied increases for furniture, carpets and household utensils and equipment. Prices for non-durable commodities other than food rose 0.2 per cent as increased quotations for clothing, tobacco, alcohol, cleaning supplies, fuel oil and sports equipment outweighed reductions for pharmaceuticals and toiletries. Between November 1971 and November 1972, the total commodities index advanced 5.0 per cent and the services component increased 5.4 per cent.

CITY CONSUMER, NOVEMBER 1972

The consumer price index (1961=100) rose in all regional cities and city-combinations between October and November.

Increases ranged from 0.1 per cent in Saint John to 0.6 per cent in St. John's, Québec City, Thunder Bay and Winnipeg. Food indexes advanced in all cities as higher prices for pork products, poultry and fresh vegetables outweighed lower prices for most beef cuts, eggs and fresh fruit. Housing components rose in 11 cities reflecting higher prices for home-furnishings and many household supply items. Clothing indexes advanced in 10 cities because of higher prices for footwear, men's suits and overcoats and women's coats.

Transportation indexes declined in 10 cities chiefly because of a reduction in the price index for new cars that reflected adjustments for quality changes in the 1973 models. The components for health and personal care rose in 9 cities in response to higher charges for ladies' hairdressing and increased prices for toiletries. Advances in the recreation and reading indexes in 10 cities were due to higher cinema admission rates and increased prices for skates and hockey sticks. The tobacco and alcohol indexes rose in 8 cities and were unchanged in four.

Regional consumer price index point changes between October and November were: On the base 1961=100: St. John's +.8 to 132.2; Winnipeg +.8 to 135.9; Montreal +.7 to 133.0; Edmonton-Calgary +.7 to 135.3; Halifax +.6 to 133.0; Ottawa +.6 to 138.2; Toronto +.4 to 136.6; Saskatoon-Regina +.4 to 130.2; Vancouver +.3 to 133.5; Saint John +.1 to 132.8. On the base 1969=100: Québec City +.6 to 107.7; Thunder Bay +.6 to 109.1

City indexes are not as comprehensive in price content as the Canada consumer price index and may underestimate slightly the degree of price movements occurring. In this connection, the shelter component of the city indexes moves on the basis of changes in rents only; changes in both rents and home-ownership costs are included in the Canada index. Because home-ownership costs have increased more rapidly than rents, the housing and all-items indexes for cities have tended to underestimate somewhat the rates of price increase, partic-

ularly over longer periods. Statistics Canada may ultimately incorporate home-ownership prices in city indexes.

WHOLESALE, NOVEMBER 1972

The general wholesale index (1935-39=100) advanced 1.2 per cent in November to 322.4 from the revised October index of 318.7. It was 9.8 per cent higher than the November 1971 index of 293.7. Six of the 8 major group indexes were higher and two declined.

The vegetable products group index rose 3.1 per cent in November to 267.0 from the revised October index of 258.9 on higher prices for certain primary and industrial materials. An increase of 1.5 per cent to 385.8 from 380.2 in the animal products group index, reflected price increases for livestock, fishery products and fresh meats. Higher prices for hardware and pig iron resulted in an increase of 1.3 per cent in the iron products group index to 331.6 from 327.4. The wood products group index rose 1.0 per cent to 460.7 from 456.1 on price increases for fir, cedar and hemlock. Moderate advances were recorded in the chemical products group index to 246.7 from 245.2 and the non-metallic mineral products group index to 235.0 from 234.6.

The non-ferrous metal products group index declined 0.8 per cent to 268.9 from 271.1 on price decreases for electrolytic lead and tin. A decrease of 0.7 per cent to 281.9 from 283.8 in the textile products group index reflected lower prices for raw cotton, and domestic and imported raw wool.

HISTORY AND STRUCTURE OF THE LABOUR MOVEMENT IN CANADA

PART 1: HISTORY

BY FRANCIS J. McKENDY

"Almost all the main insights into Canadian labour history ... are disheartening; some of them verge on the disastrous," according to Eugene Forsey, in a scholarly and characteristically humorous article in *"Relations Industrielles"*. Senator Forsey, who did a great deal of thorough research in labour history during his tenure as director of research with the Canadian Labour Congress, and who has published a number of studies in the field, deplores the lack of work done in the field of Canadian labour history, although he mentions a few notable exceptions. In



regretting the lack of primary sources of material, he said: **"Each of the general historians has tended to take in his predecessor's washing, often without noticing that it was a tattle-tale grey."**

He also cites a number of contradictions in dates and details by different authors, attributing these to the lack of adequate source material; and he mentions that, from about 1860 onward, studies of American labour history contain very little about Canada—and that what is said is not always reliable.

Canadian labour history is a complex subject, and I can do little more in the space of this article



than touch briefly on some of the events that have led to the shaping of the labour movement as it exists in our own time.

When we refer to "Canada's labour movement," we are speaking of approximately 2.2 million workers—skilled, semi-skilled, blue-collar, white-collar, and profes-

sional—employed in a wide spectrum of activities in both the private and public sectors of the economy.

Members of labour unions make up more than one quarter of the country's total labour force and one third of the non-agricultural paid workers.

A century or so ago, Canada's economy was largely agricultural, with few large concentrations of population and industry. A few labour unions existed in the early 1800s. There are, for example, records of a few craft unions that existed in the Maritime Provinces before the end of the war of 1812. There is evidence, too, of the exis-

tence of a printers' union in Quebec City as early as 1827, and a few shoemakers' unions in Montreal in the 1830s. Printers were organized in Toronto also at about this time according to one labour historian, and in Hamilton in 1833. Little by way of broadening the base of organization among workers beyond individual local units was evident until the latter half of the last century, however.

According to Forsey, the first "outside" unions in Canada were of British origin. The Amalgamated Society of Engineers established its first local in Canada in 1851; and the Amalgamated Society of Carpenters and Joiners became, in 1860, the first permanent union in the building trades.

The development and growth of unions in Canada, however, have been most heavily influenced by events and developments in the United States, and in the decade preceding Confederation, unions that had been operating south of the border began to form locals in Upper Canada. This was the beginning of "international unionism" as we know it in Canada today.

There have been many attempts over the years to "nationalize" the labour movement in Canada, in spite of the fact that Canadian locals of international unions have, generally speaking, a large degree of autonomy. This inclination is still very much alive among some labour unionists today, and there

are pressures being exerted in some quarters to sever international connections and to work toward an all-Canadian union movement.

It is interesting to note that, in this connection, the Canadian Labour Congress, the larger of the two central labour bodies in Canada, adopted certain criteria at its 1970 convention calling for minimum standards of self-government by its international affiliates operating in Canada.

The question of international unionism—its advantages and disadvantages—is a timely topic; but it is only one of the many interesting tangents that would take this article beyond its scope. For



those interested in greater detail, I would refer them to John Crispo's **International Unionism**, published by McGraw-Hill in 1967.

During the past 10 to 15 years, the proportion of union members in Canada belonging to international unions, although constituting a substantial majority, has shown a consistent downward trend: from 73 per cent of total union membership in 1958 to 71 per cent in 1963, 67 per cent in 1968, and 62 per cent in 1971. **This downward shift in proportion is attributable not to a decline in the membership of international unions in Canada, but rather to the rapid growth in the membership of national unions;** and this has been caused, in large measure, by the extension of collective bargaining into new sectors—particularly the Public Service at both provincial and federal levels.

Despite this trend, it must be recognized that, with certain notable exceptions—including that portion of the labour movement represented by the Confederation of National Trade Unions and a few large national unions affiliated with the CLC—the **international character of the labour movement in Canada is its most unique feature.**

As I indicated earlier, the beginning of the union movement began prior to Confederation with the formation of scattered Canadian locals of unions that were already active in the U.S. The first attempt after Confederation to form a national federation of unions was in 1873, when 30 locals in Ontario united to form the Canadian Labour Union. Conventions were

held by this organization for several years, but it failed to prosper.

Meanwhile, the Knights of Labour, formed in the U.S. in 1869, organized a Canadian Assembly in 1881; the Knights attempted to organize workers regardless of skill or occupation, and by the end of the 1880s they claimed a membership of 16,000.

At the second convention of the Knights of Labour Assemblies in 1886, the Dominion Trades and Labour Congress was established, and in 1893 this became the Trades and Labour Congress of Canada, which retained its identity until 1956, when the Trades and Labour Congress of Canada and the Canadian Congress of Labour merged to become the Canadian Labour Congress.

Just after the turn of the century the international unions in the Trades and Labour Congress that held affiliation with the American Federation of Labor in the U.S., gained control of the Congress, and measures were taken, by amending the constitution, to eliminate "dual unionism" (more than one union in a given trade or industry). Accordingly, the District Trade Assemblies of the Knights of Labour and a number of purely Canadian unions were expelled in 1902. These expelled unions, together with others, then formed a

new federation—the National Trades and Labour Congress, which became, in 1908, the Canadian Federation of Labour.

Another schism in the Canadian labour movement, centred in the West, culminated in the formation of an organization called the One Big Union in 1919. This union sought to organize workers by industry rather than by trade, and it gained prominence after the Winnipeg General Strike in 1919.

The One Big Union proclaimed a doctrine of revolutionary unionism similar in some respects to that of the Industrial Workers of the World, one of several unions organized as left-wing revolutionary movements in the U.S. just after the turn of the century in opposition to the conservative policies of the craft unions and the American Federation of Labor. The I.W.W. exerted an influence on the union movement in Western Canada in the early 1900s. The One Big Union claimed a membership of about 41,000 at the time of the Winnipeg General Strike, but owing to internal conflicts, and opposition from federal and provincial governments and the Trades and Labour Congress, it soon began to decline. More detailed information about the One Big Union is contained in the report of the Royal Commission to Inquire into and Report upon the Causes and Effects of the Winnipeg General Strike, by H. A. Robson, Commissioner.

About the time these events were taking place, attempts were being made in the province of Québec to federate the unions that had, for a number of years, been organizing in accordance with the social philosophy of the Roman Catholic Church.



The origin of this development can be traced to a lockout in Québec City in 1900 that involved a number of shoe manufacturers and three local unions. The then Archbishop of Québec was appointed to arbitrate the dispute, and he recommended that the unions revise their constitutions in accordance with the social principles set forth in Leo XIII's Encyclical of 1891, *Rerum Novarum*. The suggestions of the Archbishop called for, among other things, the appointment of chaplains to guide the deliberations of unions.

The first such union was formed in 1912 among pulp and paper workers, and other units soon began to form among various occupational and industrial groups. In 1918, in Québec City, these unions—or "syndicats" as they were called—united under the name, National Central Trades Council. This event was followed in the same year by a conference for the entire province, and at a founding convention in Hull in 1921, a permanent organization, the Canadian and Catholic Confederation of Labour was formed. We shall see later how this organization evolved into the Confederation of National Trade Unions.

Another attempt to Canadianize the labour movement took place in 1927, when dissident elements of the Canadian Federation of Labour, the Canadian Brotherhood of Railway Employees, and what remained of the One Big Union united to form the All-Canadian Congress of Labour.

The great depression of the 1930s brought its difficulties to the labour movement, however, and both the All-Canadian Congress and the Trades and Labour Con-

gress experienced declining membership. At the same time, certain elements in both Congresses were expressing dissatisfaction with their leadership.

The Communist Party in Canada formed a new revolutionary labour federation, the Workers Unity League, during this period. It remained active for a few years during the early '30s and had some success in organizing various groups of longshoremen, loggers, fishermen and hard rock miners in British Columbia, and mining, smelting, automobile and textile workers, and Great Lakes seamen, in Ontario and Québec.

The League's success was short-lived, however, and the organization was disbanded in 1934. Some of its members and officials eventually became active in the Trades and Labour Congress and the All-Canadian Congress of Labour.

In 1935, the U.S. passed the Wagner Act, whereby labour was legally permitted to join unions and to bargain with employers. Soon afterward, agitation for similar legislation began to mount in Canada.

In the same year, a number of unions in the American Federation of Labor in the U.S. formed the Committee for Industrial Organization. These events sparked organizational activity in previously unorganized areas in Canada, and the newly formed Committee of the American Federation of Labor provided assistance. In 1936, however, certain unions belonging to the Committee were suspended from the American Federation of

Labor for "dual unionism," and their expulsion the following year gave rise to a new federation in the United States—the Congress of Industrial Organizations. In Canada, under pressure exerted by unions affiliated with the American Federation of Labor, the Trades and Labour Congress expelled the Canadian branches of CIO unions in 1939.

Although defections had weakened the All-Canadian Congress of Labour, in the 1930s, the organization had begun to raise the hopes of labour for new policies for industrial unionism, political action, and government intervention in economic affairs. The Canadian branches of the CIO unions joined the ACCL at its 1940 convention, the constitution was changed, and a new body—the Canadian Congress of Labour—came into being.

During the late 1940s after World War II, the Trades and Labour Congress of Canada and the Canadian Congress of Labour became involved in controversy over the issue of Communist influence among their affiliates. Both Congresses had experienced rapid membership gains, and certain Communists had secured key positions in a number of affiliates.

In the Canadian Congress of Labour, there was conflict between its executive and the left-wing leaders of several of its large affiliated unions. Resolutions put forward by these leaders were usually defeated in convention, however.

In the Trades and Labour Congress, there was a more conciliatory policy toward the left-wing elements during and after the war, and Communists held key positions of leadership in some TLC

affiliates and in the Congress itself. The TLC, however, disagreed with the views of its U.S. counterpart, the American Federation of Labor, and regarded the issue as one of Canadian autonomy rather than ideology.

The first open break came in 1949, when the CCL took action to expel two major Canadian affiliates. These same unions in the U.S. were, along with some others, subsequently expelled from the CIO.

Meanwhile the TLC, after a good deal of infighting in its own ranks and with its U.S. counterpart, the American Federation of Labor, took similar action and co-operated with the international executives of several unions in ridding the organization of left-wing leadership.

In 1955, the AFL and the CIO merged to form one federation, and in April 1956, the Canadian counterparts, the Trades and Labour Congress of Canada and the Canadian Congress of Labour, at a joint convention in Toronto, merged under the name Canadian Labour Congress.

Meanwhile, in Québec, the Canadian and Catholic Confederation of Labour was undergoing significant changes in policy and viewpoint, and, in the late 1950s, it appeared that a merger with the Canadian Labour Congress might take place. This, however, did not materialize, mainly because of differences in opinion as to how the Confederation would fit structurally and autonomously into the CLC, and how it would maintain its own internal structures within



such a merger. Instead, at its 1960 convention, the Canadian and Catholic Confederation of Labour changed its name to the Confédération des syndicats nationaux (Confederation of National Trade Unions) and adopted a new statement of principles that, although affirming adherence to Christian principles, did not refer specifically to the social doctrines of the Roman Catholic Church.

Today, these two central labour bodies, the Canadian Labour Congress and the Confederation of National Trade Unions are made up of unions that account for 85 per cent of the total membership in Canada, the remainder being composed of unaffiliated national and international unions and independent local organizations.

The schism that took place recently in the Confederation of National Trade Unions can be traced back to the mid-1960s, with the organization of white-collar workers in government and hospital services and the proposal by President Pepin to open a "second front" going beyond collective bargaining activities and becoming more oriented toward political action. The more traditional ele-

ments in the CNTU, representing workers in the industrial sectors, lost their majority in the governing bodies of the Confederation, and they were not too pleased by the new orientation given the organizations by relative newcomers.

The orientation of the CNTU, expressed by the "moral reports" of the president at several conventions in the 1960s, indicates that the Confederation was changing its philosophy from the American type of business unionism to one resembling more of a European-style operation with more input into political and social affairs. (The so-called "moral report" is the statement of policy of the organization contained in the addresses of the President to conventions.) Three of these reports, **A Society for Man**, presented in 1966, **The Second Front**, delivered in 1968, and **A Liberty Camp**, put forward in 1970, all indicate the predominance of the thinking of the more politically minded professionals and white-collar workers within the Confederation.

In the early 1960s, the CNTU was in general accord with the Québec Government of the time, approving and even participating in such decisions as the nationalization of hydro, the regionalization of school boards, and new labour legislation. **When the so-called "quiet revolution" began to lose its momentum, the CNTU believed that the Government was falling short of its expectations, and the Confederation gradually moved toward a more independent attitude, opening what might be called a "second front" to seek implementation of the unsatisfied expectations of the "quiet revolution."**

Among other reasons for conflict within the CNTU were: the large number of university educated persons on the permanent staff; leaders who were not close enough to blue-collar members; the money spent on consumer education, political education, and the Lapalme affair; and, in general, the attitude toward matters judged outside the ambit of collective bargaining.

Before dealing with the structure of the Canadian labour movement, I would like to mention that the Canada Department of Labour has maintained an unbroken series of statistics on union membership since 1911. A few examples will illustrate how union membership has grown since that time, and indicate something of its composition.

There were 133,000 union members in Canada in 1911. By the end of World War I, this figure had more than doubled to 368,000. There was some falling off in the 1920s and during the depression years, however, and it was not until the first year of World War II that the 1919 level was again reached. Membership increased rapidly during the war years, and by 1946 the total was 832,000. At mid-century it went over the 1,000,000 mark, and then crept up during the 1950s and the first half of the 1960s to 1,500,000.

Since then it has continued to climb; by January 1968 it had exceeded 2,000,000, and at last count, January 1971, it was 2.2 million. These figures do not include

certain groups which, although they may not all call themselves unions, are more and more carrying on union functions through some form of collective bargaining. I refer mainly to professional organizations such as teachers and nurses.

If these were added—and it is reasonable in view of their collective bargaining activities that they should be—the total membership in Canada of collective bargaining organizations, whether called "unions" or not, would be about 2,500,000. There are, of course, among non-agricultural paid workers, some untapped, or relatively untapped, sources of new union membership. It is significant to note that, during the last convention of the Canadian Labour Congress, held in Ottawa in May 1972, the decision was taken to apply more resources and money toward organizing white-collar workers. The effectiveness of this effort may have a substantial effect on union membership over the next few years.

Part 2: Structure of the labour movement in Canada will appear in the April 1973 issue of The Labour Gazette.

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EUROPEAN UNIONISM TODAY

North American trade unions, long accustomed to taking the initiative in collective bargaining, may now be trailing their European counterparts in a number of areas, according to Everett Kassalow, an economics professor at the University of Wisconsin. Speaking recently to an American audience, Kassalow outlined the major gains made by European unionisms.

French and Belgian unions, for instance, have managed to negotiate national, industry-wide collective agreements with the top employers' associations. One recent agreement in France obtained that all workers, whether laid off or still on the job, can receive training or rehabilitation allowances for a period of up to one year, these tend-

ing to equal their regular wages. Another agreement covering nearly all employees in the private sector established supplementary pension and unemployment benefit plans.

Belgian unions have gone a step farther to conclude an agreement allowing trade unionists to be released from time to time for several weeks of training at management's expense; the training to be in such areas as grievance procedures or safety committees. **Belgian unions also work closely with management in economic planning,** helping to decide whether new facilities should be built, old ones shut down, and so on.

In Denmark and Austria, the big labour organizations play an important part in decisions affecting employment, price stability and national wage policy. Their negotiations take into account taxes, food subsidies and prices, and they insist that government be a party to all important agreements. What's the point in negotiating a wage policy, they ask, if taxes or prices are going to go up in the year ahead?

The percentage of organized workers—both manual and non-manual—is much higher in most of Western Europe than in North America, and European trade unionism has gathered and built very deep institutional strength. Labour is not only management's

partner on economic and social councils, it is sometimes the very backbone of government.

In Italy, the unions are almost a substitute force for the parliamentary parties. They have increased their power so much in the past three years that the Government in formulating important social policy, has been dealing more with them than with political parties.

Movement and change are also evident in the more routine collective bargaining activities. **Recent agreements in France have placed manual workers on the same footing as office employees.** Their hourly wages are giving way to monthly salaries; their sick leave, holiday and pension provisions no longer differ significantly from those of white-collar workers. The European union member can now look forward to a shorter work week, longer vacations and flexible work schedules.

Job security, a subject dear to all unionists, has also been a principal issue with European labour organizations. In Germany, the giant metal and chemical unions recently signed contracts stipulating that no worker aged 50 or more, with at least 10 years service, may be laid off as a result of technological change; and that employees aged 40 or more with 10 to 15 years seniority must receive several months severance notice and severance pay amounting to almost one year's gross salary. In France, a collective agreement for the huge Lorraine steel industry provides that in the event of layoffs, all the steel companies in the area must help find the affected workers new jobs in the steel industry or, should this be impossible, in other local firms.

The right of senior workers to substantial blocs of paid leave, at least once in their work lives, is another issue that is likely to loom large in the years ahead. Swedish unions, for example, have proposed that senior employees be given a year's paid study leave to upgrade their qualifications. This might be charged against their retirement pension rights, but made up by an additional year's work after the usual retirement age. It is worth noting in this regard that under the British Industrial Training Act, Britain's unions work closely with management to estimate future needs for skilled manpower and to help prescribe training requirements for different occupations. Both sides jointly determine what taxes should be levied on businesses in a particular industry to finance the necessary vocational training.

European unions appear to be ahead of their North American counterparts in another challenging area: worker participation in the management of industry. In the German coal and steel industries it is usual for union members to make up half the board of directors of a large company. In other German industries, unionists make up to one-third of the board of directors of a large firm. This form of participation may soon spread to Sweden, Norway and the Netherlands.



A number of Norwegian plants are establishing worker participation at the job level by turning the management of some departments over to the workers concerned. The latter set their own standards and their own pace, train one another in all functions of the department, rotate jobs to avoid boredom, and establish relations with other sections of the plant. These workers are usually paid on a bonus system in the form of group incentives. The job of foreman is virtually abolished.

Similar work experiments are being tried in Sweden where several large automobile plants are breaking up the boring, continuous-process assembly line into a series of smaller loops within which job rotation is practiced and the men work as a team.

Kassalow believes this kind of worker participation may have far greater impact on labour-management relations than participation at the very highest levels; but to achieve full industrial democracy, workers must be represented at all levels. This will not eliminate the need for bargaining over how a company's profits will be shared, but it will help to establish a more co-operative atmosphere in union-management bargaining.

G.S.

MANPOWER, JOB ENRICHMENT, THE WORK ÉTHIC AND WELFARE REFORM

BY JIM MacSWEEN

Manpower policy in Canada can only be a supplement to—not a replacement for—other anti-inflationary policies. At present, manpower policies in Canada are not accurate enough to determine the lowest rate of unemployment without creating an intolerable level of inflation, according to Dr. William Dymond, a professor of public administration at the University of Ottawa. Dymond, formerly of the Department of Manpower and Immigration, was speaking to one of the 13 sessions

of the Industrial Relations Research Association's winter conference, held in Toronto December 28 to 30. The conference concerned itself with aspects of the economics, industrial relations problems, and working conditions of people in both Canada and the United States. Three of the most notable sessions centered on the topics, "Adapting Jobs to Human Needs," "Manpower Policies in Canada and the United States in the 1970s," and "The Work Ethic and Welfare Reform."

Dymond evaluated the Canadian manpower policy, querying whether its implementation "is valid in the light of the economic conditions under which it operates."

He outlined the policy goal, quoting from a statement made by Prime Minister Pearson in 1966 upon the establishment of the Department: "The sustained growth of a highly productive economy depends on more highly trained manpower able to adjust its work to changing conditions, and to take new opportunities for more

productive and rewarding employment. This is of vital importance to full employment and national growth."

The policy had an economic rather than a social focus, Dymond said, because its long-term goal was increased productivity in the labour force, and its short-term goal was to contribute to policies of economic stabilization. He went on to say that department policies are designed to ameliorate what he termed "structural maladjustments" in the Canadian labour market.

"Structural maladjustments," he explained, "only occur during periods of expansion, when the characteristics of the labour supply in occupational and geographic terms do not match job vacancies. This leads to lost production, increasing labour market pressures

from bottlenecks, and other familiar signs of labour market strain."

Dymond believes that, "in terms of its objectives of economic growth and stability, the policy has been coping with problems that do not exist on anything like the scale of the resources that have been devoted to its implementation." He pointed specifically to the program for moving workers into areas of labour shortage from areas of large-scale unemployment, noting that fewer than 2 per cent of unemployed workers in 1971-72 were affected by the program, and only 1 per cent of all workers who moved voluntarily within Canada came under its provisions.

He also commented on Manpower adult training programs, which account for almost 80 per cent of the Department's expendi-

tures. **Graduates of retraining programs at least doubled their chances of finding jobs.** This would seem to indicate the success of the program, Dymond said, but he added that, "During times of high unemployment, the majority of training graduates probably simply substituted for other adequately qualified workers on the labour market **because employers frequently use, as a recruiting screen, recent graduation from a training program as a proxy for motivation and initiative.**"

Commenting on the services offered by the Canada Manpower Centres, Dymond said that their strength lay in serving the needs of workers on an individual basis. The best option of training, mobility, or job referral can be applied for each applicant by such offices. He indicated, however, that the Centres were of limited value for the sophisticated occupations where job shortages most frequently occur. This cut down the role they played in cooling labour market pressures.

Referring briefly to immigration policy, Dymond waived its use as a regulator of labour demand, calling it "an imperfect instrument that tends to over- or under-respond." Enumerating some of the problems of manpower policy in Canada, he emphasized that Canadian manpower has been "influenced by a number of political and institutional pressures that have produced constraints on the degree to which it can strictly concentrate on economic growth and stabilization objectives."

He spoke also about the need for greater co-ordination, especially between government departments, in making the manpower



Dr. William R. Dymond

policy work. As an example, he pointed to the adult training program in depressed areas, asserting that there is no point in having trained workers in such areas unless there is an industrial policy that will provide employment for them.

Dymond expressed his belief that manpower policy in Canada is not predictable to the point of determining "how far and how rapidly employment can be increased and unemployment can be reduced before an intolerable inflationary threshold is reached." Because of this, Dymond concluded, **there is not enough certainty to make the judgment that manpower policy in Canada can be an alternative, as distinct from a supplement, to other anti-inflationary policies.**

Speaking to the same session, John R. Shea of Ohio State University dealt with Manpower Policies and Unemployment Among Youth in the United States. Shea described unemployment among women and youth as being frequent, of short duration, and largely associated with job changing and entry, or re-entry, into the labour force.

Whereas some experts have advocated better counselling, improved matching of jobs, and other ways to quicken the search process, Shea questions the wisdom of such policies—their economic, social, and psychological consequences. He asks: Will any beneficial consequences be worth the price? And what about possible secondary effects? Will such policies close mobility options for other workers? Will such policies interfere with flexible employment patterns that are congruent with the desires of some other workers?

The conclusion Shea arrives at is that, "Contrary to what many people believe, **the immediate economic consequences of unemployment among young people** over the period 1967 to 1969 do not appear to have been terribly serious."

Statistics compiled showed that job mobility among young out-of-school women did bring higher-than average unemployment to job changers, but job changers did not suffer badly because the year-to-year increase in rates of pay was about the same for both groups. Among young men, Shea found that shifts from one employer to another usually brought a salary increase that counterbalanced the effect of any time spent unemployed.

Shea differs from other manpower experts in that he does not advocate a sharp increase in manpower and employment services. He thinks that the additional costs of counselling services and other programs would not merit their effect, as counselling toward more "realistic" immediate wage and occupational expectations have been shown to make little or no difference to length of employment.

Nor does Shea lean toward emphasizing "maximum employment" in place of setting a target rate of unemployment. **Rather, he proposes that present services be expanded within their current structure to place greater emphasis on job tenure possibilities and career progression.** This, he believes, would slow the trend toward job mobility without undue wastage of public funds.

The kind of job enrichment that workers, young and old, are seeking is the kind that unions have been fighting for: better wages; shorter hours; vested pensions; a right to have a say in working conditions; and the right to be promoted on the basis of seniority.

This was the view of William W. Winpisinger, General Vice-President of the International Association of Machinists and Aerospace Workers, in his address to the IRRA convention.

Speaking on the topic "Adapting Jobs to Human Needs," Winpisinger dealt with the theories of academics, and government spokesmen that younger workers, being brighter and better educated than their fathers, would refuse to accept working conditions that past generations took for granted. He criticized the idea that these "blue-collar blues" could be cured by "a shot of psychic penicillin known as 'job enrichment.'"

Winpisinger remarked that **there is a rising tide of dissatisfaction among workers**, evidenced by higher absenteeism, more turnover, more strikes over working conditions, rising numbers of contract negotiations, and growing numbers of defeats suffered by long-time union officials in elections. In a 1971 Gallup poll, he pointed out, 19 per cent of all workers said they were dissatisfied with their jobs.

At no time, Winpisinger argued, would any poll have found 100 per cent happiness and job satis-

action in the labour force. "The right to bitch about the job, or the boss, or the system, or even the union, is one of the inalienable rights of a free workforce. **Whether workers today are generally happier than those in the so-called 'good old days' is not provable one way or the other.**"

Agreeing that job enrichment is the answer to worker dissatisfaction, Winpisinger said he did not oppose efforts by management or industrial psychologists to make assembly line jobs less monotonous and more fulfilling. But, he added, job dissatisfaction in the workplace is best cured by the solutions that trade unions have been pursuing for years.

One reason for the decline in worker satisfaction in the late 1960s and early 1970s, he said, was the falling purchasing power of the dollar owing to inflation and taxation. The income of the worker, though increasing, did not keep pace with rising prices and, as a result, was worth less. The gap between what a worker requires to give his family a decent standard of living and what he earns is partly attributable to the U.S. Government's policies leading to greater unemployment, its establishment of one-sided controls on wages, and its willingness to allow multinational corporations to export thousands of American jobs to Hong Kong and Taiwan.

Winpisinger rejected the explanation given by academics that the new workforce is one that "has

never known a depression and has no interest in security, has grown up in a time of crass materialism and rejects the work ethic, has been infected by the rebellion of youth, and has no respect for authority."

Referring to the widely publicized difficulties of the General Motors assembly plant in Lordstown, Ohio, he declared that the complaints expressed there were not exclusively caused by this new kind of workforce. At the same time as the Lordstown troubles, Winpisinger indicated, older workers with the same complaint were striking at Norton, Ohio, over the same issues—obvious speed-up, safety violations, and imposed working conditions.

"Many people," he said, "including President Nixon, are viewing the decline of the work ethic in the United States with alarm. On the basis of my experience, which includes many day-to-day contacts with rank-and-file members of the Machinists' Union, **I can assure you that the work ethic is alive and well and living in a lot of good workplaces.**"

What is needed for job enrichment to cure the "blue-collar blues" is for workers to be paid a wage commensurate with their skill, he contended. Condemning the attitude that makes it "noble to possess a college degree and shameful to learn skills that involve a little bit of grease under the finger nails," Winpisinger deplored the waste in having college-educated people driving taxicabs while skilled craftsmen are in short supply.

For a worker's job to be fulfilling he must work under conditions that allow him to take pride in his job, and he must be paid in relation to the skills of his work. This, said Winpisinger, is the job enrichment that unions have fought for, believe in, and will continue to fight for.

One of the most interesting sessions during the IRRA meetings dealt with the topic of "The Work Ethic and Welfare Reform." Three of the speakers were Bert Seidman, Director of Social Security for the AFL-CIO, Jerome M. Rossow, currently with the Public Affairs Department of the Exxon Corporation, and Dr. Albert Rose, Dean of the Faculty of Social Work at the University of Toronto.

Seidman's presentation dealt mainly with the situation of children in a one-parent family. He commented that there had been a seeming lack of concern by U.S. Government officials and said that, "If welfare reform were to focus first and foremost on the needs of the children, it would not begin with the problem of finding work for the parent or parents in welfare families."

To the problem of finding work for the employables that are on welfare, Seidman referred to the ineffectuality of WIN (Work Incentive Program) and other mandatory work programs in the U.S. He did urge, however, that a full-employment policy be pursued in order to get all able workers into the workforce.

This full-employment policy should be tempered, he said, with allowances for poorer families to retain some cost-reduction benefits such as the health care, food, and housing benefits that are extended to families on welfare. **By aiming for full employment, only those in need will be left to receive welfare,** he claimed.

But despite the drive for full employment, Seidman said, "there is no defensible morality or ethic that does not force the mother in a two-parent family to work but does tell the mother who is the only parent of her children that she must work or both she and her children will starve. It is all the more indefensible in that, both because she is poor and because she is alone, the mother, where there is no father, has the heavier parental and household responsibilities."

In conclusion, Seidman said that many welfare mothers want to work for the good of their families because welfare payments are so low. Any genuine welfare reform must, he said, emphasize primarily the welfare of the children, and should rely on non-welfare programs to develop and assure suitable jobs at decent wages, supplemented by improved social insurance, health security, and other programs to eliminate poverty.

Jerome M. Rossow made the assertion in his introduction that **a work requirement is both desirable and necessary for welfare recipients.** "This is a matter of simple equity for millions of tax-

payers who do work," he said—adding that "basic reforms necessary to restore sanity to the public assistance system are just not allowable without a meaningful work requirement."

He noted that there is no evidence to show that a disproportionate number of the poor differ from other citizens in their attitude toward work. Compulsion, in the form of a work requirement, will not likely be required in many cases, he predicted. Its existence is solely to prod those reluctant to accept available employment.

The work requirement, he maintained, is necessary to ensure that



Dr. Albert Rose

only the needy receive welfare payments. He argued that the broad structural reforms represented by the Family Assistance Act in the U.S. would be unacceptable to the general public without "assurance that others will be expected to work when they can just as most Americans do for most of the days of their lives."

Dr. Albert Rose left no doubt about his feeling on the theory of the "work ethic." Its usefulness expired, he said, with the initiation of the war on poverty in the early 1960s and the increasing focus on the possibility of a guaranteed annual income by 1965. After tracing the origins of the work ethic, then outlining the development and structure of Canada's welfare system, Rose spoke on the conflict between new programs and the work ethic principle.

"During the past three years a new disquiet has emerged, and there is a considerable amount of soul-searching within the land that is closely related to the concept of the work ethic," he said. "The typical rate of unemployment in Canada that, on a seasonally adjusted basis, had averaged between 3.5 and 4 per cent during the years 1965-68 passed the 5 per cent mark; and during the years 1970-72, it has typically shown between 6 per cent and 7 per cent."

Circumstances have led to the coincidental phenomena of high unemployment and high levels of inflation in wholesale and retail price levels, Rose said, and this has

brought the Canadian Government to its knees. **The result was a "welfare race"** that Rose describes as being "not one in which the governments of the provinces participated willingly, but a **strange contest between several ministries of the federal Government in an attempt to outdo each other on behalf of certain hard-pressed groups in Canadian society.**"

The resulting legislation in 1970-71 was the new Unemployment Insurance Act, granting the most generous benefits ever recorded in Canada, and probably within the Western world. Under its terms, said Rose, an individual need work only eight weeks in insured employment to draw benefits for 20 weeks, and in areas of serious unemployment, for almost an entire year at a maximum rate of \$100 per week for a married person with dependants.

The generosity of these benefits has brought about a sharp conflict with the work ethic, Rose says, because there is a question as to whether people in certain circumstances may not be better off not working. "As long as the social insurance program was self-supporting through the contributions of employees and employers the argument was relatively weak," Rose observed. "But, in the course of 1972, **it has become apparent that the unemployment insurance fund in Canada is \$900 million short of its required payout.**"

Under the minimum wage laws of the provinces, he continued, families with substantial numbers of dependent children would earn less than is available from welfare allowances. "It is not too difficult to understand why many persons who prefer to remain employed and who are earning in the neighbourhood of \$75-\$90 a week in low-paid employment are deeply resentful of welfare allowances that equal or exceed their earnings, and carry with them additional benefits in the form of medical, dental and pharmaceutical services." **The fact that most recipients of welfare assistance are those who need it is a fact unfortunately overlooked in the argument,** he said.

Rose then turned to Canadian points of view on the work ethic, welfare reform, and the interaction of the two concepts. He saw a polarization of viewpoints between those who are for selectivity in welfare programs and those who are for universality.

"Despite the fact that there is no one clear Canadian point of view," he said, "there can be no question but that the basic concept of income from employment by comparison with income from various programs within the social welfare system—whether these come through a universal transfer system, through a social insurance program, or a public assistance program—is an extremely important consideration in Canada at this time."

He added that the "ridiculous situation" where unemployed persons could collect more pay than

some full-time workers are receiving must be put in the right light: **the individual welfare recipient or small family receiving assistance does not receive as much income as a fully employed individual at even the minimum wage in most provinces.**

Rose foresees the issue of a guaranteed annual income coming up within the next few years. Citing Opportunities for Youth and the Local Initiatives Program as forms of the coming guaranteed income, he observed that such grants "arouse within persons an expectation that such funds will be permanently forthcoming. When, as has happened on many occasions, the project funds run out and are not renewed, the disappointed members are understandably bitter. They felt that they had the key to both the abolition of the work ethic and to the notion of welfare reform."

Canada is unclear, Rose said in conclusion, about the direction of the reform of the welfare system, confused by Government vacillation between approval and disapproval of guaranteed income, and even more confused by the institution of two programs that resemble guaranteed income concepts. But the country is moving into a fundamental re-appraisal of both economic management and welfare reform.

LABOUR LEGISLATION IN 1972

PART 2: WORKMEN'S COMPENSATION

BY W.H. LANGFORD

All provincial workmen's compensation legislation was amended in 1972, thus increasing benefits in most provinces. Newfoundland made special provision for payment of compensation in respect of certain St. Lawrence fluorspar miners. Saskatchewan established the office of Workmen's Advocate, and Manitoba established Medical and Neurosis Review Panels and expanded provisions for accidents occurring outside the province.

EARNINGS CEILING

The ceiling on maximum annual earnings on which compensation payments are based was increased from \$6,600 to \$7,600 in Alberta, and in British Columbia from \$7,600 to \$8,600, effective January 1, 1973. In Saskatchewan, the ceiling was raised from \$6,600 to \$8,400, and the average weekly earnings upon which the amount of compensation is based was raised from \$126.92 4/13 to \$161.53 11/13, effective July 1, 1972.

WAITING PERIOD

In British Columbia, the previous three-day waiting period was eliminated. Compensation for temporary total disability now becomes payable on the day following the injury. Seven other provinces have a one-day waiting period, New Brunswick has three and Nova Scotia four.

DISABILITY BENEFITS

Provisions governing compensation for disability were amended in four provinces.

The new minimums are as follows:

	Disability	
	Permanent total	Temporary total
Alberta	\$225 a month	\$50 a week or earnings, if less
British Columbia	\$250 a month	\$38.05 a week or earnings, if less
Manitoba	\$175 a month or earnings, if less	
Nova Scotia		\$47 a week or earnings, if less

The increase in Nova Scotia is in line with its minimum wage rate increases and does not apply to compensation payable for injury occurred prior to July 1, 1972, which remains at \$35 a week or earnings, if less. Temporary partial disability payments are for a corresponding amount in proportion to the amount of earning capacity.

In British Columbia, the minimum award for permanent partial disability was a proportion of the minimum for permanent total disability based on impaired earning capacity. The calculation is now to be based on the minimum for temporary total disability or earnings, if less. A further amendment ensures that a claimant with permanent partial disability will receive compensation proportionate to a claimant with permanent total disability.

In Manitoba, effective July 1, 1972, permanent total and permanent partial disability pensions for accidents that happened before January 1, 1969 are increased (in a manner similar to that applied in Saskatchewan last year) according to the accompanying table:

	For accidents	Increase per cent
Prior to January 1, 1954		9
After December 31, 1953 and before January 1, 1959		7
After December 31, 1958 and before January 1, 1964		5
After December 31, 1963 and before January 1, 1969		3

The increases do not apply to partial disability pensions where the impairment does not exceed 10 per cent.

The provision for payment of a lump sum, instead of a weekly payment for impairment not exceeding 10 per cent of earning capacity was modified. A calculated equivalent will be paid at the workman's request, but the settlement is final only in respect to the

condition of the workman attributable to the accident as that condition was known at the time payment was made.

A formula has been worked out to obtain the amount of compensation that the Board may pay under a new provision covering injured workmen who return to work at reduced weekly earnings because of their disability. The entitlement is the quotient obtained by finding the difference between the average weekly earnings after return to work and average weekly earnings at the time of the accident, and dividing by the average weekly earnings at the time of the accident, multiplied by the maximum weekly compensation to which a totally disabled person would be entitled.

Where there is a relationship between any injury for which compensation is being paid and a condition of the workman that existed or was discernible as an underlying condition before the accident, the Board will pay additional

compensation of not less than 50 per cent of the amount that would have been awarded if the whole of the disability had arisen from the accident. Such a condition includes a neurosis and a psychoneurosis.

In Alberta, the increase in temporary total disability allowances will apply to recalculation of existing allowances effective May 1, 1972. On and after May 1, 1972 the new minimum of \$225 for permanent total disability applies to persons receiving compensation for permanent total or permanent partial disability assessed at more than 15 per cent.

DEPENDANTS' ALLOWANCES

The maximum funeral allowance in British Columbia was increased from \$265 to \$380 and the allowance for burial or cremation charges from \$85 to \$120. The lump-sum payment to a dependent widow or foster-mother in Canada is doubled to \$500. **The increase in Manitoba is from \$500 to \$650.** The Manitoba amendment makes the existing maximum burial allowance of \$300 and \$50 on account of a burial plot applicable to cremation and the provision of an ash plot, urn or ash storage place.

In British Columbia and Québec again this year, increases in pensions and allowances followed changes in the Consumer Price Index. The basic monthly benefit for a widow under the British Columbia Act was increased to \$155.85 effective March 30, 1972 (the previous amount was \$124.48, which had progressed to \$145.85 by increases according to the Consumer Price Index formula).

Increases in two other provinces, Manitoba and Saskatchewan, came into effect on July 1 and January 1, 1972. The widow's monthly pension in Saskatchewan was increased from \$127.50 to \$133.90. The allowance for each child under 16 was increased from \$50 to \$52.50 per month. The basic monthly allowance for an orphan child was increased from \$65 to \$68.25.

In Manitoba, a widow or invalid widower is now entitled to receive \$150 a month instead of \$120. Previously, the monthly payment to a widow or invalid widower, and a child or children under the age of 16 years, was \$120, with an additional \$45 for each child under 10 years and \$50 for each child 10 years or over and under age 16.

In this case, the widow's allowance was increased to \$150, and there is an additional \$60 for each child under 16. Similarly, where the dependants are orphan children, the monthly payment now applies to each child under 16. The allowance was increased, at the same time, to \$70 instead of \$55 for children under 10 years and \$60 for those over 10 and under 16.

The monthly allowance for the wholly dependent mother of a deceased workman was increased from \$120 to \$150. The maximum allowance for children over 16 while continuing their education was increased from \$60 to \$70 where the child is not an orphan, and from \$70 to \$80 for an orphan. The minimum floor for a widow's monthly allowance, regardless of how low her husband's preaccident earnings were, was increased from \$120 to \$150.

The minimum was similarly increased to \$150 (plus the amount payable to the child) for a widow

with one child, and for a widow with two or more children, plus the amount payable to the two eldest children. The additional amount payable to such dependent children has now been extended to those over 16 continuing their education.

REHABILITATION

The British Columbia Board is now empowered to provide counselling and placement services to dependants. In Manitoba, the Board has been authorized to impose assessments to provide a fund for defraying costs of vocational training for injured workmen, and for other rehabilitation measures to aid in getting injured workmen back to work and to reduce or remove their handicap.

COMPENSATION

Effective April 14, 1972, a Prince Edward Island amendment increased from \$75 to \$100 the monthly sum to which a dependent widow who remarries (thus forfeiting her right to compensation) is entitled. A cash commutation settlement may be made in one or more payments equalling the same total amount.

In Manitoba, one of the conditions that had to be fulfilled in order that compensation would be payable for hernia has been removed. The workman, at the time of strain or other accident, does not have to report his condition immediately to his employer, nor if he ceases work at the time, does he have to report within 72 hours of ceasing work.

COMMON-LAW WIFE

Previously, compensation was payable in British Columbia to a common-law wife only where she had been maintained by the work-

man for seven years prior to his death. This qualifying period of support has now been reduced to six years where the workman and his spouse have no children, and to two years when there are children.

MEDICAL AID

A British Columbia amendment entitles workmen who received medical aid under the Canada Shipping Act or other plan approved by the Board before April 1, 1972 to additional medical aid.

The Board may now provide protective eye glasses for a workman who has suffered serious impairment of sight through work injury. Subject to other directions from the Board, accounts submitted later than 90 days from the date of last treatment, or from when the person furnishing the medical service becomes aware of the Board's liability (whichever first occurs), will not be paid.

In Manitoba, nursing necessary to cure and relieve a workman from the effects of the injury at the time it was inflicted, and thereafter during the disability, has been expanded to provide for nursing attendant care. The Board may now assume the expense of replacing or repairing artificial limbs or other prosthetic devices when these are accidentally damaged in the course of employment, whether the workman is disabled or not.

The Board may assume the expense of replacement or repair of eyeglasses, dentures, hearing aids or artificial eyes accidentally damaged in the course of employment during which personal injury is involved, or, if there is no injury, where the accident is otherwise corroborated to the satisfaction of the Board as the cause of damage through no fault of the workman.

A further new provision allows claims for the cost of replacement or repair of clothing damaged as the result of a compensable accident. The Nova Scotia Board is empowered to replace eyeglasses damaged in an accident, that were not originally provided by the Board.

Reports made or submitted to the Manitoba Board by physicians, hospitals, nurses, dentists, chiroprodists, optometrists or osteopaths are for the use of the Board only; they are privileged and, unless proven to be malicious, are inadmissible as court evidence.

MEDICAL REVIEWS

In Manitoba, Medical and Neurosis Review Panels replace the Medical Boards of Reference.

Medical matters relating to sili-cosis are excluded. The Board may refer medical matters arising from compensation claims to the panel concerned for its opinion. In claims in which the opinion of the medical officer of the Board differs from that of the workman's physician, the workman may request the Board in writing to refer the matter to a panel for its opinion.

The panel will invite the workman's physician to attend a meeting to discuss the matter and his opinion, and it may examine the workman and invite other physicians and persons to attend to discuss the matter and their opinions. The panel will give its written opinions to the Board and send copies to the workman and his physician. The panel's opinion is that of the majority of its members or the chairman. Panels determine their own rules of procedure; they are paid from the Accident Fund such remuneration as the Board approves, plus necessary travelling or out-of-pocket expenses.

If the Board requires, or is required, to refer a medical matter to a medical review panel, it notifies the Manitoba Medical Association, which, within 15 days, appoints a panel of three physicians specially skilled in the medical matter to consider and give its opinion. The Association designates one of the physicians as chairman of the panel.

If the Board requires, or is required, to refer a medical matter to a neurosis review panel, three physicians are appointed by the Board from those specially skilled in neurosis and psychoneurosis. They will be nominated for that purpose by the Manitoba Medical Association and will hold office for a term fixed by the Board and thereafter until their successors are appointed. The Board is to designate one of the physicians as chairman of the panel. The opinion of the neurosis review panel as to whether a claimant suffers from a neurosis or psychoneurosis, and to what extent, is final and binding on the Board and the claimant.

INDUSTRIAL DISEASES

In Newfoundland, an amendment to the Act was proclaimed, (with the effective date retroactive to September 1, 1969) providing for the payment of compensation to certain miners as recommended by the Royal Commission Respecting Radiation, Compensation and Safety at the Fluorspar Mines, St. Lawrence, Newfoundland, 1969. For decades before 1960, St. Lawrence miners worked in atmo-

sphere containing silica dust and radioactive particles, and many suffered disablement or death from silicosis, lung carcinoma and other pulmonary diseases.

A causal connection between the disease and the work could not be established, although statistics and observation indicate the probability. Now the disability and deaths are a recognized continuing disaster. Compensation costs may be paid from the Board's disaster fund or collected from employers as it deemes equitable. With certain restrictions, such disease, disability or death is considered in the same category as accidental injury at work.

The entitlement may be contained in regulations made by the Lieutenant Governor in Council to dispel all doubt as to intent. The main bases of entitlement are as follows:

If a workman suffers from a chronic obstructive pulmonary disease and is thereby disabled from earning full wages from the work in which he was employed, or if his death was caused by such disease and the workman worked underground in the mines at St. Lawrence at any time during the period January 1, 1951 to December 31, 1960; or

If a workman is listed in the Appendix to Chapter XVIII of the Report as being entitled to compensation under the Commission's recommendations, whether by majority decision or decision of a single member. The intent is to implement fully the recommendations in the Report, including any minority recommendations, subject only to the restriction that stipulates no entitlement: (1) to any workman or the dependant of a deceased workman for any pe-

riod before September 1, 1969; or (2) to the personal representative, widow or next of kin of any deceased dependant of a workman to claim any compensation whatsoever for any period before or after September 1, 1969.

The British Columbia Board is empowered to entertain a claim based on industrial disease contracted more than a year from the date of the claim. Previously, this provision was limited to claims for disablement or death from exposure to ionizing radiation or compressed air.

The Act to provide compensation for workmen who contracted silicosis in New Brunswick prior to June 1, 1948 was amended effective April 1, 1972, increasing the pensions payable from \$75 a month to \$100 (the previous increase was from \$60 to \$75 on June 1, 1963).

COVERAGE

In Alberta, entitlement for persons in institutions was substantially improved. Previously, the Act simply provided for the diversion of benefits to dependants of recipients committed to jail or prison, and, at the discretion of the Board, to dependants of inmates of any institution.

Although it maintains this discretionary power of the Board, the amendment defines an institution as a "correctional institution" under The Corrections Act, and a hospital is designated as such by the Lieutenant Governor in Council under The Mental Health Act.

A person committed to an institution and working inside or outside in an industry to which the Act does not apply, or participating in

a work training or similar program either inside or outside the institution is, while so engaged, considered to be a workman employed by the Government for the purposes of the Act.

Where such a person becomes entitled to compensation owing to an injury in an industry to which the Act does not apply, compensation is based on the usual wage rate of persons with similar work experience outside an institution, or the wage rate paid to him for the work, whichever is the greater.

Injuries sustained in a work training or similar program are compensable at rates based on the usual apprenticeship rate in the trade which would be payable to an apprentice with similar working experience outside an institution. Compensation in any case must not exceed the maximum amount fixed by the Act.

Coverage has been extended in British Columbia by giving the Board authority to bring within the scope of the Act volunteer employment undertaken in the public interest. Persons involved in such undertakings (such as mountain rescue teams) may, subject to the approval of the Lieutenant Governor in Council, be deemed to be workmen employed by the Province.

The Board may, where a person deemed to be a workman is not regularly employed, and allowing for all circumstances including his income, fix average earnings at not less than \$25 per week, nor more than the maximum earnings ceiling provided under the Act (\$7,600 at present).

More specific coverage is now provided for a broader category of educational institutions. The

Board may, at the request of the Minister of Labour or the Minister of Education, deem any person or class of persons enrolled in an approved vocational or training program to be considered employees of the Province. Trainees are entitled to medical aid for injuries resulting in a period of temporary disability with no loss of earnings. Where training allowances paid by Canada or the Province are suspended, the Board may pay compensation equal to the allowance for a period it considers advisable. Reforestation was added to the scheduled list of industrial undertakings.

In Manitoba, an independent contractor may apply and be admitted, subject to such terms and conditions and for such period as the Board may deem adequate and proper. In such a case, the independent contractor is considered to be a workman in the employment of himself and an employer of himself.

The provincial employment coverage is extended to include agencies of the government, and workmen employed by such agencies are classed as provincial employees for the purposes of the Act. Where a government agency had been admitted, prior to July 11, 1972, the agency and its workmen are regarded as a separate employer and employees. The Lieutenant Governor in Council is authorized also to declare a government agency and its employees to be separate employer and employees. The operation of the business of undertakers and funeral directors was added to the scheduled list of compensable employment.

In Nova Scotia, the fishing, sealing and dredging industries were transferred from Part III of the Act that provided for individual liability, to Part I, Collective Liability, from January 1, 1971. A further

amendment will permit widows and dependent children who have been receiving compensation pursuant to Part III to be paid any increases in benefits from time to time as if compensation had been made under Part I.

The Board may review permanent total and permanent partial disability claims made prior to January 1, 1971 under Part III to determine the increases required in line with Part I. The increases will be retroactive to and include July 1, 1971.

Ontario has added the construction or installation of cable television lines and works by the operator or as a business and cable television service to the scheduled list of industrial undertakings.

The intention of bringing all industries except agriculture and domestic service within the scope of the Act in Québec was continued by adding yet another large group of undertakings including sports, tourism, engineering, law and medicine, and adding in the appropriate class, with industries of a similar nature or type, those industries not already mentioned in the schedule.

In Saskatchewan, as of July 1, 1972, if an employer is carrying himself on his payroll at a limited rate, he may be classed as a workman, and he and his dependants will be entitled to compensation. On application of the governing body, elected officers of urban municipalities and corporations may be brought within the scope of the Act, subject to revocation by the Board at any time.

REPORTING AND REVIEWS

An addition to the Saskatchewan Act provides for the appointment, as an officer of the Department of Labour, of a Workman's Advocate, who may assist workmen or their

dependants in advancing compensation claims. Four other provinces—British Columbia, Manitoba, Nova Scotia and Ontario—have similar services. Required technical, clerical and other assistance will be provided by the Department. The Advocate will have complete access to the Board's files regarding claims under consideration.

PREVENTION AND INSPECTION

In Saskatchewan, Part VI of the Act concerning accident prevention has been repealed, being redundant in the light of the comprehensive industrial safety program brought into being by The Occupational Health Act. A further amendment provides that administration of the new program is to be paid out of the accident fund or by a special assessment upon employers if funds are not available and payments have to be met out of reserves. The general assessment provision is amended to cover the additional cost of the safety program.

ACCIDENTS OUTSIDE PROVINCE

In Manitoba, the previous provision for injuries suffered by workmen who were temporarily engaged outside the province—which provision applied to workmen whose usual residence and place of employment were within the province, and whose employer's business was located in the province—have been expanded and spelled out more clearly.

Should temporary work outside the province last for less than six months, compensation benefits apply in the same manner and to the same extent as if the accident happened within the province. If such employment lasts or is likely to last for six or more months, the workman's entitlement is subject

to the Board's approval of the employer's assessment of the workman's earnings.

A new provision covers the situation in which the employer's place or chief place of business is within Manitoba and the workman usually works there but resides outside the province.

If the accident happens while the workman is outside the province merely for some temporary purpose connected with his employment, entitlement is the same as if the accident happened within the province. When an accident happens outside the province, the employer's place or chief place of business is situated outside the province, and the workman is entitled to compensation under the law of the place where the accident happened, there is no entitlement whether he resides in or outside Manitoba, unless his usual place of employment is within Manitoba and at the time of the accident he is out of the province merely for some casual or incidental purpose connected with his employment.

If an accident happens outside the province in connection with the operation of a steamboat, ship or vessel, or of a railway, aircraft, truck, bus or other vehicle used to transport passengers, goods or substances, and the workman's residence is in Manitoba and his work or service is performed both within and outside the province, he and his dependants are entitled to compensation as if the accident had happened in Manitoba.

In the case of a workman employed outside the province, and if the circumstances of his residence, usual place of work and place of business of his employer are such that his entitlement, if injured outside the province, is the same as if he were injured in Manitoba, the employer, unless relieved by the provisions of an in-

terprovincial agreement, must declare and be assessed on the workman's earnings as though the workman were employed in Manitoba.

Should the law of a country or place in which an accident occurs entitle a workman or his dependants to compensation, the workman or dependants, within three months after the accident or death, or such longer period as the Board may allow, must elect whether to claim under the law of the other place or that of Manitoba and give written notice to the Board. If an election is not made, or notice given, it will be presumed that the compensation claim will not be made from the Manitoba Board.

DUTIES OF EMPLOYERS

In the event of an award for a substantial amount of compensation for injury or death caused primarily by the serious fault of an employer in another class or subclass, the British Columbia Board may order the compensation to be charged to that class or subclass, and the Board may collect legal costs. An employer maintains his right against another employer arising out of an indemnity agreement or contract made between them.

COLLECTION OF ASSESSMENTS

The British Columbia Board is now authorized to enforce its liens by proceedings under the Execution Act. Employers neglecting or refusing to make a return of a notice of assessment on the form provided or prescribed by the Board are liable to a penalty of 10 per cent of their previous year's assessment, with a minimum of \$25 and a maximum of \$1,000. Employers neglecting or refusing to remit the amount of their assessment, or who underestimate their payroll,

are liable to a penalty of 10 per cent of the amount of the assessment not remitted. Employers who default in paying any assessment when it becomes payable are liable to a penalty of 5 per cent of the amount unpaid at the date of default, plus 1 per cent for each additional month of default.

In Newfoundland, a Commissioner (Hugh O'Neil) was appointed in August under The Public Enquiries Act to look into the relationship of the Workmen's Compensation Board with its employees, and to make recommendations for steps to improve that relationship and to ensure the effectiveness of operations of the Board to carry out the purposes for which it was created. The report will be made with as little delay as possible.

The foregoing article prepared by W. H. Langford of The Department's Legislative Research Branch, is the second of a series of six reports describing developments in Canadian labour legislation during the year; included is legislation enacted before December 30, 1972. The remaining four reports will deal with: apprenticeship and tradesmen's qualifications; labour standards; human rights; and labour relations. When the series is completed, the reports will be collated and reprinted under the title, **Developments in Labour Legislation, 1972.**



Members appointed to the newly constituted Canada Labour Relations Board are, left to right, Gerald W. Brown; Cleve Kidd; Dr. J.W. Willard, Vice-Chairman; Marc Lapointe, Q.C., Chairman; Gérard Picard; and E.R. Complin.

THE REVISIONS TO PART V OF THE CANADA LABOUR CODE

The new industrial relations and disputes legislation revising Part V of the Canada Labour Code (Industrial Relations) became effective March 1, 1973. Marc Lapointe, a Montreal lawyer, has been appointed Chairman of the six-member Canada Labour Relations Board, which will administer the legislation passed by the Commons on June 30, 1972.

The new provisions enable unions to apply to the Board to have contracts reopened for negotiation if an employer introduces extensive technological changes during the term of a collective agreement without giving adequate notice. In certain cases, unions will be able to negotiate over such changes, with the ultimate right to strike.

The amendments require an employer to give the bargaining agent a 90-day notice of impending changes that would adversely affect the jobs of a significant number of employees. These technological change provisions do not apply, however, in the following cases: where a collective agreement contains provisions designed to cushion the impact of change; where the contract provides for negotiation and settlement of problems arising from technological change; and where a written notice of the change was

given in the open period of the agreement. **Precise information on the likely effects need not be given, but the notice must state the approximate number and type of employees likely to be affected.**

The new Part V contains other significant features related to such areas as: extension of bargaining rights; status and powers of arbitrators; stronger provisions regarding unfair practices; wider choice of dispute settlement techniques for the Minister of Labour; a full-time Labour Relations Board; and improvement in certification procedures.

The revisions give bargaining rights to professionals, fishermen and owner-operators of trucks, where these individuals are in a position of economic dependency. Employees in a supervisory capacity will be eligible for collective bargaining, but managers will continue to be excluded.

The Labour Relations Board, a full-time body with an enlarged mandate, has been given additional responsibilities, including jurisdiction over unfair practices, problems of successor rights, strike declarations, and orders granting access. It will deal with some matters previously handled by the courts.

Unfair practices provisions, which will be adjudicated by the Board instead of going to the courts, have been strengthened and extended. The arbitrator has also been given a stronger role in dealing with industrial disputes. His jurisdiction will be protected from excessive judicial review, and his awards will ultimately be enforceable as orders of the Federal Court.

Application for certification of workers in new organizing situations has been made somewhat easier. A union seeking certification for a group of unorganized workers will be entitled to a representation vote if it can demonstrate that it has the support of at least 35 per cent of the membership. The results would be based on a majority of the employees actually voting.

Finally, the Minister of Labour has been given increased flexibility in dispute settlement. He will have the option of dealing with a dispute by taking no action at the time, or appointing a conciliation officer, a conciliation commissioner or a conciliation board. **The new legislation directly affects 530,000 people working under federal jurisdiction.**

G.S.

THE OECD's ECONOMIC OUTLOOK FOR 1973

Despite a high rate of real growth, Canada is still likely to experience substantial price increases and continuing high unemployment in 1973, says the Organization for Economic Co-operation and Development.

In its economic forecast for 1973, **OECD Economic Outlook**, the Organization says that the rate of growth of real output in Canada since 1970 "has been well above potential," averaging 7 per cent a year in the six quarters ending in mid-1972. **Real growth in Canada's gross national product for 1972 was 6 per cent. Of seven major OECD countries, only two had higher rates—United States, with 6.25 per cent, and Japan, with 8.5 per cent.**

Yet Canada's 6.1 per cent unemployment rate at mid-1972 was the highest in the developed world; it was 5.8 per cent in the U.S., 3.7 per cent in Italy, 3.5 per cent in Britain, and 2.4 per cent in France.

Though unemployment in Canada among persons aged 25 or more "has been significantly less than in the trough and upturn of the early 1960s," the report notes, newcomers to the labour market have created "an exceptionally strong rise in the labour force," and in 1973, the entry of young people into the workforce is "likely to continue to prevent the unemployment rate from declining substantially."

The report gloomily predicts: **"Unemployment in Canada may in fact remain in the neighbourhood of 6 per cent through much of 1973."** A reference to the country's regional disparities adds that "this rate is likely to be associated with considerably lower levels of unemployment in Ontario and some of the western provinces, where market conditions may in fact begin to get strained."

The 23-nation body warns also that in Canada "the outlook for prices is a matter of concern." The GNP deflator—which is roughly how much less a dollar is worth owing to rising prices—"accelerated to a 5 per cent annual rate in the first half of 1972 and is expected to continue to rise relatively rapidly through 1973." The report adds that a sharp increase in food prices in 1972 accounted, to a large extent, for the recent inflation in Canada, but "price increases could become more generalized as the economic expansion matures."

In making its recommendation for increased efforts against inflation, the OECD urges selective measures suitable to each country rather than general remedies. Underlining the urgency of the recommendation were figures showing that inflation in Western Europe in the three months up to October 1972 was running at an

annual rate of 9.0 per cent. During the same period, the rate was 7.4 per cent in Canada, 6.1 per cent in Japan, and 3.4 per cent in the U.S.

Real growth in Canadian output is expected to remain strong throughout 1973 and will be matched or exceeded in most Western countries, with accompanying sharp rises in overall demand; but these movements alone, the report says, will not eradicate unemployment. "There is disturbing evidence of structural causes of unemployment that may be alleviated but not removed by rising aggregate demand. Apart from regional and occupational imbalance between supply and demand for labour ... **failure to maintain a rate of capital formation sufficient to equip a labour force swollen by demographic factors and rising participation rates (especially among women) may be contributing more generally to a rising plateau of unemployment.**"

Canadian interest rates will probably continue to move upward the report predicts, but expansion of the money supply might decrease moderately through 1973.

The OECD notes also that **a great deal of uncertainty surrounds future trends in saving patterns in the West.** Ordinarily, savings should have decreased during the past few years on account of rising unemployment and a slowdown in economic activity. Instead, savings have been increasing. This may be because people are setting aside more money as a safeguard against future unemployment, or because they are investing more of their incomes in order to preserve the real value of their money against inflation.

In any event, the increased tendency to save makes it difficult to predict the effect of government measures designed to further stimulate the economy by increasing spending power.

G.S.



RAILWAY ARBITRATION

Case No. 383—Dispute between CN and the Canadian Brotherhood of Railway, Transport and General Workers over the job classification of five employees.

Five people employed with CN as stenographers or clerk-stenographers were advised that they would be transferred to a stenographic pool. The company's area administrative officer advised the union of the employees' transfer by letter, noting that the employees would retain their former classifications. The letter was sent after the company official had met with a union representative, who stated that it constituted the notice of change as required by Article VIII of the job security agreement. The job classification was later discussed by higher company officials who decided the employees should be reclassified into the lower-paying category of transcription typists, and who so advised the union by letter. The union protested the downgrading and the case was brought to arbitration. It was ruled that the union's grievance be allowed because the agreement that the company sought to avoid had been arrived at by negotiation and was pursuant to Article VIII of the job security agreement. Since no specification had been made as to the level of company representative making the agreement, the agreement arrived at by bargaining was left in effect.

Case No. 384—Dispute between CN and the Canadian Brotherhood of Railway, Transport and General Workers regarding discipline.

Three motormen were sent letters by the CN Safe Driving Committee which said that accidents they had been involved in were "preventable." The union protested that this was an act of discipline. The

arbitrator ruled that, since there had been no "investigation" of the sort required before an employee can be disciplined or dismissed, no act of discipline was involved and the grievance was dismissed.

Case No. 385—Dispute between CN and the Canadian Brotherhood of Railway, Transport and General Workers over compensation for a required medical examination.

A group of probationary employees were required to take a physical examination before becoming full-time employees. The examination was required of full-time employees, but the workers had not been required to pass an examination for probationary employment. The examinations were carried out following a schedule drawn up by the employer, some taking place during worktime and others outside worktime. Employees examined during worktime were compensated by the company, but the others were not, and their case was brought up for arbitration. The arbitrator ruled that the grievors should be compensated because, at the time they were hired as probationary workers, it had not been necessary for them to take a physical examination. Because the requirement became known only after they were employed, and because they were employees of the company at the time the examinations took place, it was ruled the company should pay compensation.

Case No. 386—Dispute between CP Rail and the United Transportation Union regarding time off for meals.

A conductor and his crew were scheduled to leave their departure terminal at 0400, eighteen and a half hours after going off duty

from their previous trip. Instead of departing on schedule, the crew made up their train, and waited until the opening of a local restaurant at 0600 for breakfast before departing. The men claimed an initial terminal payment time from 0400 to 0710, but the company reduced the claim to provide payment of 30 minutes under Article 23, clause (g) of the collective agreement which states: "Time occupied in taking meals en route will not be deducted in computing overtime or arbitraries unless such overtime or arbitraries have been increased by trainmen delaying the train by taking time to eat." The arbitrator dismissed the grievance stating that the crew delayed the train by taking time to eat, so the deduction of time by the company was justified.

Case No. 387—Dispute involving CP Rail and the United Transportation Union regarding a claim for bereavement leave pay.

The father of a trainman died on September 20, 1971. The trainman arrived back in his home city on September 21 and took the next five consecutive days off work as bereavement leave. He then claimed bereavement leave pay for the days September 24, 25 and 26. The company declined payment of this claim on the grounds that the three-day bereavement leave allowance fell on the first three consecutive calendar days following his father's death. The union alleged that the company had violated a clause in the agreement that did not specify what days bereavement leave could be taken. The arbitrator dismissed the grievance on the grounds that bereavement leave was not intended to be taken as a form of holiday at the discretion of the employee. It was ruled that this was not the intended use of bereavement leave allowance in the collective agreement.

Case No. 388—Dispute between CN and the United Transportation Union regarding suspension of an employee following an accident.

Ruled out of the jurisdiction of the Canadian Railway Office of Arbitration.

Case No. 389—Dispute between CP Express and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees regarding the overtime wage claim of an employee who was unable to return to home terminal because of weather conditions.

The employee, a highway vehicleman, worked a regular shift of 10:00 a.m. to 7:00 p.m. On March 1, 1972, due to severe snow conditions, he was unable to complete his assignment and was required to bed down away from home. He completed his assignment and returned home on March 2, claiming 7 hours wages at the penalty rate of time and one-half for the period 7:00 p.m. March 1 to 2:00 a.m. March 2, and 3½ hours wages at the penalty rate of time and one-half for the period 6:30 a.m. to 10:00 a.m. March 2. The company denied the claim, the union grieved and the matter came up for arbitration. The grievance was dismissed on the grounds that the highway vehicleman was not entitled to overtime payment for the hours claimed. As he did not even work his full shift but still received full payment for it, the arbitrator ruled that the employee was not entitled to payment for work done before or after the hours of his regular shift.

Case No. 390—Dispute between CP Express and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees regarding suspension of an employee without pay.

The employee was scheduled to take three days annual vacation in November 1971. On June 29, 1971 he requested that this vacation be advanced to August 3, 4 and 5, and that he be allowed one day's leave of absence on August 6. This request was made by the employee in view of his marriage on July 31, 1971. He was not given a definite answer and, on July 30, 1971, put his request in writing. The request was declined and he was instructed to report for duty on his regular shift August 3, 1971. The employee was absent without permission for the four days requested, and when he returned to work on August 9, he was suspended. This suspension was lifted September 22, the employee was returned to service without pay for time lost due to suspension, and twenty demerit points were placed against his record. The union claimed the discipline by suspension was improper and requested removal of the twenty demerit marks and reimbursement of back wages. The company denied the claim.

The arbitrator ruled that the twenty demerit marks would stay on the employee's record because he was absent from work without leave. He also ruled that the employee was properly held out of work while the case was considered. The arbitrator ruled, however, that a suspension of more than three weeks by the company was unjustifiable. He ruled that the grievor be reimbursed for his loss of regular earnings for the period from August 30, 1971, until the date of his return to work.

Case No. 391—Dispute between CN Rail and the Brotherhood of Maintenance of Way Employees regarding rates of pay in effect for crossing watchmen employed on the Atwater Crossing, Montreal.



A memorandum of agreement negotiated in 1958 gave crossing watchmen at the Atwater Crossing a differential in rate of 10 cents an hour as compared with other crossing watchmen, because of more duties and greater responsibilities. This differential gradually increased to 15.3 cents through general wage increases. A memorandum of agreement in 1969 reclassified all maintenance of way positions, standardizing and adjusting any job rate that was inequitably related to other rates. This 1969 agreement increased rates of pay for crossing watchmen, but not to the level of pay enjoyed by employees at the Atwater Cross-

ing. The Atwater Crossing employees retained their higher rates until January 1, 1972, when a general wage increase erased the incumbency differential.

The arbitrator concluded that the 1969 memorandum dealt comprehensively with wage rates, including cases of wage differential. It was ruled that this memorandum superseded the 1958 agreement, and that the general 7 per cent increase was intended to be applied to the basic rate for crossing watchmen instead of being added to the actual previous hourly rate of pay for the Atwater Crossing watchmen. The grievance was dismissed on these grounds.

GENERAL TOPICS

EMPLOYMENT REVIEW

Between October and November the employment level increased and the unemployment level decreased. **The unemployment rate, seasonally adjusted, declined from 6.9 to 6.6 between these months.**

Employment. The employment level in November was 8,392,000 compared with 8,328,000 in October and 8,175,000 in November a year ago. Between October and November there was an advance in the level for all main age-sex groups, mainly in full time work, and the level increased in all regions.

Unemployment. The level of unemployment declined from 619,000 in October to 597,000 in November, but it was 24,000 higher than in November 1971. There was a decrease in unemployment for persons 14 to 24 years of age and for men aged 25 and over. By duration, in the cat-

egory seeking work under 4 months, there was a decrease. Regionally, there was a small increase in Québec and a decrease in the other regions.

Participation rate. The participation rate advanced from 56.2 in October to 56.5 in November; a year ago it was 56.2. Between October and November there was a large increase in the rate for women 25 years of age and over. All regions showed an increase, the largest being in Québec. The participation rate represents the labour force as a percentage of the populations 14 years of age and over. Seasonally adjusted participation rates are obtained by direct adjustment—by dividing the unadjusted participation rate by the seasonal factor.

U.S. EMPLOYMENT, NOVEMBER, 1972.

The seasonally adjusted unemployment rate in the United States in November was 5.2 per cent compared with 5.5 per cent in October and September. The number of unemployed persons was 4,500,000 in November compared with 4,700,000 in October. The civilian labour force was 86,969,000. The actual rate of unemployment was 4.9 per cent.

UNEMPLOYMENT INSURANCE

During November 1972, there were 39,557 investigations finalized across Canada. Of these, 24,973 were on premise investigations and 4,596 were selective investigations to verify the fulfilment of statutory conditions. The remaining 3,098 formal investigations and 6,890 post audit investigations were in connection with claimants suspected of making false statements to obtain benefits. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 3,799. Prosecutions were commenced in 52 cases, all against claimants.

SLIP OF THE LIP

An extract from a Conciliation Board Report reads: "All technological changes affecting the employees of the Chateau Laurier Hotel must be negotiated by the signatories to the Collective Argument."

MARCH CREDITS

Photos. NFB: Cover, p. 127, 132, 138, 144, 171. Ponich Studio, Edmonton, Alta.: p. 125. Australian Information Service: p. 131. The Public Archives of Canada: p. 135, 147, 148, 150, 152. Murray Mosher Photo Features Ltd., Ottawa: p. 137, 140, 142. Warrander Studio, Ottawa: p. 157. Robert Lansdale, Etobicoke, Ont.: p. 160. Colin Price, Photo Features Ltd., Ottawa: p. 169. CN Photo: p. 173.

CERTIFICATION

The Canada Labour Relations Board met for three days during December. It granted six applications for certification, rejected one, and permitted the withdrawal of three. Reasons for Judgment were issued by the Board in denying a request for review of a previous Order of Certification. Eight applications for certification were received by the Board during the month.

Reasons for judgment issued. In denying an application made by Messabec Limitée, Montréal, Qué., for review of the Board's Order of Certification dated July 25, 1972, issued to the Canadian Marine Officers' Union for a unit of licensed engineers employed aboard the company's vessel "M/V Québec" (Reasons for judgment issued: full text in Supplement No. 8, 1972) (LG, Sept. 1972, p. 490; Oct. 1972, p. 542).

Applications for certification granted. International Longshoremen's Association, Local 1739, was certified as the bargaining agent on behalf of a unit of operation and maintenance employees of Bunge of Canada Limited employed at its grain elevator in the Port of Québec. Certification was granted following the taking of a representation vote of the employees affected (LG, Oct. 1972, p. 544).

Brotherhood of Locomotive Engineers was certified as the bargaining agent on behalf of a unit of firemen-helpers, and hostlers employed by the Ontario Northland Railway, North Bay, Ont. The

United Transportation Union, which had represented the employees affected, intervened to contest the application. The Board's decision followed the taking of a representation vote of the employees affected in which the names of both unions were on the ballot (LG, Dec. 1972, p. 640).

Canadian Brotherhood of Railway, Transport and General Workers, was certified as the bargaining agent on behalf of a unit of despatchers, and order takers employed by Charterways Transportation Limited, Mississauga, Ont., in its Air Terminal Transport Division, engaged in charter coach and air taxi service out of and between Toronto and Toronto International Airport (LG, Dec. 1972, p. 640).

United Brotherhood of Carpenters and Joiners of America, Local 1325, was certified as the bargaining agent on behalf of a unit of carpenters employed by ATCO (Western) Ltd., Calgary, Alta., in its "off-plant premises work" in the Northwest Territories (LG, Feb., p. 109).

Seafarers' International Union of Canada was certified as the bargaining agent on behalf of a unit of unlicensed employees of The Algoma Steel Corporation Limited, Sault Ste. Marie, Ont., employed aboard vessels of its Marine Division (LG, Feb., p. 110).

Public Service Alliance of Canada was certified as the bargaining agent on behalf of a unit of security guards and doormen employed by the National Arts Centre Corporation at the National Arts Centre in Ottawa, Ont. (LG, Feb., p. 108).

Application for certification rejected. Canadian Brotherhood of Railway, Transport and General Workers, applicant, and Transport d'Anjou Inc., Rivière-du-Loup, Qué., respondent. The application was rejected by the Board because the applicant does not have a majority of employees as members in good standing in the unit that the Board found to be appropriate for collective bargaining (LG, Sept. 1972, p. 490).

Applications for certification withdrawn. Oil, Chemical and Atomic Workers International Union, Local 9-666, applicant, and Canadian-Montana Gas Company Limited, Calgary, Alta., respondent (LG, Jan., p. 58).

Retail, Wholesale and Department Store Union, Local 561, applicant, and Freshwater Fish Marketing Corporation, Winnipeg, Man., respondent (plant employees) (LG, Feb., p. 110).

Teamsters' Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and The British Yukon Railway Company, Vancouver, B.C., respondent (dining room employees at Bennett, B.C.) (LG, Feb., p. 110).

Applications for certification received. Syndicat des Employés de Centeast Auto Terminal Inc. F.C.A.I., on behalf of a unit of transportation, maintenance and office employees of Centeast Auto Terminal, Lachine, Qué. (Investigating Officer: J. J. de G. Loranger).

Teamsters' Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of British Columbia-Yukon Railway Company employed in eating houses at Bennett, Pennington, and White Pass, British Columbia, and other locations (Investigating Officer: G. W. Rogers).

National Association of Broadcast Employees and Technicians, on behalf of a unit of production employees of CFTO-TV Limited, Toronto, Ont. (Investigating Officer: K. Hulse).

Seafarers' International Union of Canada, on behalf of a unit of unlicensed employees of Canadian Offshore Marine Limited, Halifax, N.S., employed aboard the service boats operated by the company for servicing marine oil exploration and drilling (Investigating Officer: R. L. Kervin).

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of bus operators employed by Capital Coach Lines Limited, Ottawa, Ont. (Investigating Officer: J. G. Hoba).

Office and Professional Employees' International Union, Local 57, on behalf of a unit of employees of Clark Traffic Services Ltd., Montreal, Qué., employed at Terminal Shed 67, Port of Montreal (Investigating Officer: S. T. Payne).

Local 1325, United Brotherhood of Carpenters & Joiners of America, on behalf of a unit of carpenters employed in the District of MacKenzie by Multibuilt Industries Limited, Edmonton, Alta. (Investigating Officer: A. A. Franklin).

Public Service Alliance of Canada, on behalf of a unit of stationary engineers employed by Freshwater Fish Marketing Corporation, Winnipeg, Man. (Investigating Officer: M. K. Evans).

CONCILIATION

During December the Minister of Labour appointed conciliation officers to deal with the following disputes:

The City of Whitehorse, Yukon Territory, and the International Union of Operating Engineers, Local 115 (Conciliation Officer: George W. Rogers).

National Harbours Board, Port of Vancouver, and Vancouver Harbour Employees' Association (Local 517, ILWU) (Conciliation Officer: R. F. Langford).

CHRC Limitée, Québec, Qué., and National Association of Broadcast Employees and Technicians (Conciliation Officer: G. R. Doucet).

British Columbia Telephone Company, Vancouver, B.C., and Federation of Telephone Workers of British Columbia (representing employees of Traffic, Plant and Clerical Divisions) (Conciliation Officer: D. H. Cameron).

Northern Electric Company Limited (Installation Western Region) and Communication Workers of Canada (Conciliation Officer: H. A. Fisher).

Central Mortgage and Housing Corporation, Ottawa, Ont., and Public Service Alliance of Canada (Head Office Printing Unit) (Conciliation Officer: M. K. Carson).

Central Ontario Television Limited (CKCO-TV, CKKW-AMM CFCA-FM), Kitchener, Ont., and National Association of Broadcast Employees and Technicians (Conciliation Officer: K. Hulse).

Settlements by conciliation officer. General Aviation Services Ltd., Toronto, Ont., and International Association of Machinists and Aerospace Workers, Lodge 717 (Conciliation Officer: H. A. Fisher) (LG, Feb., p. 106).

National Harbours Board, Québec, Qué., and Public Service Alliance of Canada (Conciliation Officer: G. R. Doucet) (LG, Feb., p. 106).

Terminus Maritime Inc., Québec, Qué., and le Syndicat National des Débardeurs des Quais de Baie-Comeau (CSN) (Conciliation Officer: G. R. Doucet) (LG, Feb., p. 106).

Marine Industries Limited, Montreal, Qué., and Seafarers' International Union of Canada (Conciliation Officer: S. T. Payne) (LG, Jan., p. 54).

Anvil Mining Corporation Limited, Whitehorse, Y.T., and Local 1051, United Steelworkers of America (Conciliation Officer: D. H. Cameron) (LG, Jan., p. 54).

Alberni Cable Television Limited, Port Alberni, B.C., and International Brotherhood of Electrical Workers, Local 230 (Conciliation Officer: R. F. Langford) (LG, Dec. 1972, p. 641).

National Harbours Board, Port of Montreal, and the National Syndicate of Office Employees of the Port of Montreal (CNTU) (Conciliation Officer: Marcel Archambault) (LG, Sept. 1972, p. 491).

Conciliation board appointed. Canadian National Hotels Limited (Nova Scotian Hotel), Halifax, N.S., and Hotel and Restaurant Employees and Bartenders International Union, Local 662 (LG, Jan., p. 54).

Conciliation board fully constituted. The Board of Conciliation and Investigation established to deal with a dispute between Radio Saguenay Limited (CKRS - CKRS-TV), Jonquière, Qué., and le Syndicat des employés et techniciens en radio et T.V. Saguenay Lac St-Jean (CSN) (LG, Feb., p. 107) was fully constituted with the appointment of André Desgagné of Chicoutimi, Qué., as chairman. Mr. Desgagné was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee J. R. Gauthier and union nominee, Laval Leborgne, both of Montreal.

Conciliation board report received. Wardair Canada Ltd., Edmonton, Alta., and Canadian Air Line Flight Attendants' Association (LG, Oct. 1972, p. 546). (Full text appears in Supplement No. 8, 1972).

DECISIONS OF THE UMPIRE

CUB 3147. The claimant filed an application for benefit, stating that he had been employed from November 1948 to October 8, 1971 as a shipping and receiving counter clerk. He gave as the reason for his separation that the company had discontinued its business.

His total normal weekly earnings as at October 1971 were \$125, and he said that "he did or would" also receive \$2,200 as a bonus for the number of years he had worked. The company confirmed that they had retired from business, and that the amount of \$2,200 given to the claimant was "an outright gift for years of loyal service."

The insurance officer notified the claimant that his weekly earnings for the period of 17 weeks—October 10, 1971-January 30, 1972—were determined to be \$125 and that his earnings for the week commencing February 6, 1972, were determined to be \$75. (Under Sec. 172 (2) (a) of the new Unemployment Insurance Act his bonus of \$2,200 was income arising out of employment, and under Sec. 173 (9) It must be allocated to the period for which earnings are payable.)

From the decision of the insurance officer, the claimant appealed to the board of referees,

contending that the company had given him a bonus for the number of years worked—22 years and 11 months—and that this money was not to be construed as wages. The board, with the exception of one dissenting member, dismissed the appeal.

According to the dissenting member, the board had complied with the regulations, but he took the view that these regulations were unjust and should be changed. He believed that the bonus of \$2,200 received by the claimant was money earned while working and should not be considered as earnings. He did not believe it was the intent of the employer to consider the bonus as earnings, observing that a man who works many years with loyalty to his employer should not be penalized.

When the claimant appealed to the Umpire, the latter declared that the statements of the claimant in his appeal only confirmed that the amount of \$2,200 paid to him was paid in contemplation of his separation from employment.

The comments of the dissenting member, he added, are to the effect that he agrees that the allocation of the bonus received by the claimant was properly made in accordance with regulations and that his dispute lies only with the provisions contained in the regulations which he considers should be changed—a matter that does not come within the jurisdiction of the adjudicating authorities.

The Umpire said in conclusion: "It will be seen, therefore, that the so-called "bonus" of \$2,200 is to be allocated to a period after the claimant's separation from his employment. The provisions of the new Act, ... are binding on the Umpire and adjudicating authorities. Consequently, I find that the decision of the Commission and the majority decision of the board of referees must be upheld."

PUBLICATIONS IN THE LIBRARY

LIST NO. 287

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. Please indicate the numeral of the item and the month listed when requesting loans.

ARBITRATION, INDUSTRIAL—COMPULSORY

No. 1—Abodeely, Paul A. Compulsory arbitration and the NLRB; a study of congressional intent and administrative policy. [Philadelphia] University of Pennsylvania, Wharton School of Finance and Commerce, Industrial Research Unit [c1968] 96 p.

BOYCOTT—SECONDARY

No. 2—Dereshinsky, Ralph M. The NLRB and secondary boycotts. Philadelphia, University of Pennsylvania, Wharton School of Finance and Commerce, Industrial Research Unit [c1972] 131 p.

CHURCH AND LABOUR

No. 3—Labor problems in Christian perspective. Edited by John H. Redekop. Grand Rapids, Mich., Eerdmans [1972] 364 p.

COLLECTIVE BARGAINING

No. 4—Ashby, Lloyd W. Common sense in negotiations in public education, by Lloyd W. Ashby, James E. McGinnis [and] Thomas E. Persing. Danville, Ill., Interstate Printers & Publishers [1972] 145 p.

No. 5—Ball, Lyle Edwin. Collective negotiations in the public sector: a legal and attitudinal study. [Ann Arbor, Mich., University Microfilms, 1972] 233 p.

No. 6—Carpenter, Jesse Thomas. Competition and collective bargaining in the needle trades, 1910-1967. Ithaca, Cornell University, New York State School of Industrial and Labour Relations, 1972. 910 p.

No. 7—Marmo, Michael Joseph. Public employee collective bargaining in New York City. [Ann Arbor, Mich., University Microfilms, 1972] 440 p.

No. 8—Ward, Charles Shandrew. Collective bargaining in industry: its evolution under national government regulation, 1933-1935. [Ann Arbor, University Microfilms, 1972] 320 p.

COMMERCIAL POLICY

No. 9—Meerhaeghe, Marcel Alfons Gilbert van. International economic institutions. 2d ed. New York, St. Martin's Press, 1971. 381 p.

COMMUNISM

No. 10—Cannon, James Patrick. The history of American Trotskyism, from its origins (1928) to the founding of the Socialist Workers Party (1938). Report of a participant. [2d ed.] New York, Pathfinder Press, 1972. 268 p.

CORPORATIONS, INTERNATIONAL

No. 11—Behrman, Jack Newton. National interests and the multinational enterprise; tensions among the North Atlantic countries. Englewood Cliffs, N.J., Prentice-Hall [1970] 194 p.

ECONOMIC CONDITIONS

No. 12—Fiftieth Anniversary Colloquium. 1st, New York, 1970. The business cycle today. Ed. by Victor Zarnowitz. New York, National Bureau of Economic Research; distributed by Columbia University Press, 1972. 338 p.

No. 13—The gap between rich and poor nations: proceedings of a Conference held by the International Economic Association at Bled, Yugoslavia; edited by Gustav Ranis. [London] Macmillan; [New York] St. Martin's Press [1972] 439 p.

No. 14—International Bank for Reconstruction and Development. Population planning; sector working paper. [Washington] World Bank, 1972. 83 p.

No. 15—Stone, Peter B. Japan surges ahead: Japan's economic rebirth. London, Weidenfeld & Nicolson [1969] 206 p.

EMPLOYER-EMPLOYEE COMMUNICATIONS

No. 16—Flory, Charles D. The credibility gap in management [by] Charles D. Flory [and] R. Alec Mackenzie. New York, Van Nostrand Reinhold [1971] 107 p.

FRINGE BENEFITS

No. 17—McCaffery, Robert M. Managing the employee benefits program. [New York] American Management Association [1971, c1972] 198 p.

HOURS OF LABOUR—FLEXIBLE HOURS

No. 18—Jardine, Paul R. Flexible working hours; a study of their impact and consequences. Ottawa, Canada Department of Labour, 1972. 32 p.

INDUSTRIAL DISPUTES

No. 19—Frow, Ruth. Strikes: a documentary history [by] R. and E. Frow and Michael Katanka. London, C. Knight, 1971. 227 p.

INDUSTRY AND STATE

No. 20—Steiner, George Albert, comp. Issues in business and society. [1st ed.] New York, Random House [1972] 500 p.

INVESTMENTS, FOREIGN

No. 21—Ballon, Robert J., ed. Foreign investment and Japan. Robert J. Ballon and Eugene H. Lee, editors. Tokyo, Sophia University [1972] 340 p.

LABOUR ECONOMICS

No. 22—King, J.E. Labour economics. [London] Macmillan [1972] 79p.

LABOUR IN POLITICS

No. 23—Hunnius, Gerry, comp. Participatory democracy for Canada; workers' control and community control. Montreal, Black Rose Books—Our Generation Press [1971] 93 p.

LABOUR LEADERS

No. 24—Gould, Jean Rosalind. Walter Reuther; labor's rugged individualist, by Jean Gould and Lorenna Hickok. New York, Dodd Mead [1972] 399 p.

No. 25—Jones, Mary. Autobiography of Mother Jones. Edited by Mary Field Parton. Introduction by Clarence Darrow. New York, Arno & New York Times, 1969. 242 p.

LABOUR ORGANIZATION

No. 26—Chaparro, Luis Fernando. Industrial workers and labor unions in Colombia: a study of political attitudes. [Ann Arbor, Mich., University Microfilms] 1972] 455 p.

No. 27—Day, Mark. Forty acres and a name: Cesar Chavez and the farm workers. Introd. by Cesar Chavez. New York, Praeger [1971] 222 p.

No. 28—Jayawardena, Visakha Kumari. The rise of the labor movement in Ceylon. Durham, N.C. Duke University Press, 1972. 382 p.

No. 29—Quebec labour; the Confederation of National Trade Unions yesterday and today. Edited by a Black Rose Books Editorial Collective. [1st ed.] Montreal, Black Rose Books [1972] 223 p.

No. 30—Schwartz, Alvin. The unions: what they are, how they came to be, how they affect each of us. New York, Viking Press [1972] 268 p.

ABOUT ORGANIZATION— POLITICAL ACTIVITIES

No. 31—Abel, Iorwith Wilbur. Labor's role in building a better society. Austin, University of Texas, Bureau of Business Research, 1972. 18 p.

ABOUT STANDARDS

No. 32—Canada. Department of Labour. Labour Standards Branch. Report on proceedings under Part II of the Canada Labour Code (Labour Standards) Ottawa. Report year ends March 31. Eng. and Fr. Library has: 1971/72.

ABOUT UNIONS

No. 33—Blain, A. N. J. Pilots and management; industrial relations in the U.K. airlines. London, Allen & Unwin [1972] 372 p.

No. 34—Peterson, Bill. Coaltown revisited; an Appalachian notebook. Chicago, Regnery [1972] 130 p.

LEAVE OF ABSENCE

No. 35—International Labour Office. Paid educational leave. Sixth item on the agenda. Geneva, 1972.

MANAGEMENT

No. 36—Gibson, Robert Earl. Managing professional services enterprises; the neglected business frontier. New York, Pitman Publishing Corporation [1971] 214 p.

No. 37—Heller, Robert. The naked manager. London, Barrie & Jenkins [1972] [246] p.

No. 38—Hicks, Herbert G. The management of organizations: a systems and human resources approach. 2d ed. New York, McGraw-Hill [1972] 513 p.

POLLUTION

No. 39—Economics of pollution [by] Kenneth E. Boulding [and others] New York, New York University Press, 1971. 158 p.

No. 40—Science Council of Canada. It is not too late—yet; a look at some pollution problems in Canada's natural environment; an identification of some major concerns. [Ottawa, Information Canada, 1972] 49 p.

PRODUCTIVITY OF LABOUR

No. 41—Conference on Research in Income and Wealth. International comparisons of prices and output. Edited by D. J. Daly. New York, National Bureau of Economic Research; distributed by Columbia University Press, 1972. 417 p.

No. 42—Pryke, Richard. Public enterprise in practice. New York, St. Martin's Press [1972, c1971] 530 p.

RETIREMENT

No. 43—Carp, Frances Merchant, ed. Retirement. New York, Behavioral Publications [1972] 409 p.

WAGE POLICIES

No. 44—Canada. Prices and Incomes Commission. Inflation, unemployment and incomes policy; final report. [Ottawa, Information Canada] 1972. 67 p. Eng. and Fr.

WAGE POLICIES—GOVERNMENT

No. 45—American Federation of Labor and Congress of Industrial Organizations. Meany on controls. [Washington, 1972] 58 p. "...Based on transcript of testimony by ... George Meany before the Joint Economic Committee of the Congress of the United States, April 20, 1972."

WAGES AND HOURS

No. 46—Organization for Economic Co-operation and Development. Development Centre. Shadow wages in the Chilean economy, based on the OECD Development Centre's: Manual of Industrial Project Analysis in Developing Countries (Vol. II), by Francis Seton. [Paris, 1972] 104 p.

WORK

No. 47—Editorial Research Reports. Productivity and the new work ethic, by Ralph C. Deans. [Washington, 1972] 293-310 p.

No. 48—Goodwin, Leonard. Do the poor want to work? A social-psychological study of work orientations. Washington, Brookings Institution [1972] 178 p.

WORK SATISFACTION

No. 49—D'Aprix, Roger M. Struggle for identity; the silent revolution against corporate conformity. Homewood, Ill., Dow Jones-Irwin, 1972. 193 p.

LABOUR STATISTICS

Principal Items	Date	Amount	Percentage Change from	
			Previous Month	Previous Year
(in thousands)				
TOTAL CIVILIAN LABOUR FORCE*				
Week ended December 9, 1972		4,929	+ 0.5	+ 3.1
Employed	December	8,345	- 0.2	+ 2.1
Agriculture	"	408	- 5.1	- 7.1
Non-agriculture	"	7,936	-	+ 3.1
Paid workers	"	7,378	- 0.3	+ 3.1
At work 35 hours or more	"	6,636	+ 1.0	+ 2.1
At work less than 35 hours	"	1,447	- 2.2	+ 2.1
Employed but not at work	"	261	- 16.6	+ 4.1
Unemployed	"	584	+ 11.5	+10.1
Atlantic	"	67	+ 13.6	- 2.1
Québec	"	206	+ 9.6	+10.1
Ontario	"	153	+ 6.2	+ 4.1
Prairie	"	79	+ 19.7	+23.1
British Columbia	"	79	+ 17.9	+23.1
Without work and seeking work	"	547	+ 9.2	+11.1
On temporary layoff up to 30 days	"	37	+ 60.9	-
INDUSTRIAL EMPLOYMENT (1961 = 100)†				
Manufacturing employment (1961 = 100)†	September	133.5	+ 0.1	+ 1.1
	"	126.8	+ 0.1	+ 1.1
IMMIGRATION				
Destined to the labour force	1st 6 mos. 1972	54,313	-	- 8.1
	"	27,113	-	-12.1
STRIKES AND LOCKOUTS				
Strikes and lockouts	November	92	+ 17.9	- 2.1
No. of workers involved	"	32,703	+ 10.9	+61.1
Duration in man days	"	368,520	- 12.2	+58.1
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†	September	152.46	+ 1.1	+ 7.1
Average hourly earnings (mfg.)†	"	3.59	+ 0.8	+ 7.1
Average weekly hours paid†	"	40.7	- 2.9	+ 1.1
Consumer price index (1961 = 100)	"	141.8	+ 0.4	+ 5.1
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	"	138.5	+ 2.5	+ 3.1
Total labour income (millions of dollars)†	"	4,946.0	+ 3.3	+10.1
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	November	201.6	+ 0.9	+ 7.1
Manufacturing	"	194.7	+ 0.5	+ 5.1
Durables	"	223.2	+ 0.8	+ 6.1
Non-durables	"	172.1	+ 0.2	+ 5.1
NEW RESIDENTIAL CONSTRUCTION**				
Starts	November	19,024	- 16.0	-
Completions	"	19,665	+ 4.5	-
Under construction	"	165,979	- 0.4	-

*Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.

†Advance data.

‡Preliminary.

**Centres of 10,000 population or more.

STRIKES AND LOCKOUTS

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to 10 or more man-days. The number of workers involved includes all workers reported on strike or lockout, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

STRIKES AND LOCKOUTS, 1967-1972

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	Per Cent of Estimated Working Time
1967	498	522	252,018	3,974,760	0.25
1968	559	582	223,562	5,032,730	0.32
1969	566	595	306,799	7,751,880	0.46
1970	503	542	261,706	6,539,560	0.39
1971	547	569	239,631	2,866,590	0.16
1971—November	46	94	20,240	232,810	0.15
December	27	81	14,171	152,590	0.10
1972—January	39	80	16,967	133,640	0.09
February	35	78	28,153	239,330	0.16
March	40	89	231,680	370,120	0.24
April	43	94	232,930	1,831,840	1.31
May	53	108	62,721	936,600	0.59
June	58	118	118,294	1,195,060	0.74
*July	36	106	92,102	1,162,030	0.75
*August	29	89	36,823	647,360	0.38
*September	42	93	33,211	467,310	0.32
*October	31	78	29,501	419,520	0.27
*November	37	92	32,703	368,520	0.24

Preliminary. †Revised.

STRIKES AND LOCKOUTS, NOVEMBER, 1972, BY INDUSTRY, (PRELIMINARY)

Industry	Number Beginning During Month	In Effect During Month		
		Strikes and Lockouts	Workers Involved	Man-Days
Forestry	1	1	300	900
Mines	1	3	1,100	10,100
Manufacturing	18	48	14,556	189,180
Construction	1	9	2,368	49,480
Transportation and utilities	8	12	11,677	85,120
Trade	4	8	1,277	8,600
Finance	—	—	—	—
Service	3	9	1,343	23,410
Public administration	1	2	82	1,730
ALL INDUSTRIES	37	92	32,703	368,520

STRIKES AND LOCKOUTS, NOVEMBER, 1972, BY JURISDICTION (PRELIMINARY)

Jurisdiction	Number Beginning During Month	In Effect During Month		
		Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	3	7	746	12,640
Prince Edward Island	—	—	—	—
Nova Scotia	2	2	510	2,740
New Brunswick	2	3	1,500	3,300
Quebec	7	22	13,783	120,070
Ontario	12	28	12,346	173,620
Manitoba	—	4	118	2,480
Saskatchewan	1	3	276	5,800
Alberta	1	2	314	5,570
British Columbia	4	14	2,137	34,400
Federal	5	7	973	7,900
ALL JURISDICTIONS	37	92	32,703	368,520

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, NOVEMBER, 1972
(PRELIMINARY)**

Industry			Duration in Man-Days		Starting Date	Major Issues Result
Employer	Union	Workers Involved	November	Accu- mulated	Termination Date	
Location						
Forestry						
MacMillan Bloedel Ltd. (Franklin River Div.) Port Alberni, B.C.	Woodworkers Loc. 1-85 (AFL-CIO/CLC)	300	900	900	Nov. 27 Nov. 30	Interpretation of terms of agreement regarding hours of regular and overtime work— Return of workers when exper- imental hours of work arranged
Mines						
METAL						
Lornex Mining Corp., Highland Valley, B.C.	Steelworkers Loc. 7619 (AFL-CIO/CLC)	400	8,400	42,000	July 3 —	Hours of work—
Brunswick Mining and Smelting Ltd., Bathurst, N.B.	Steelworkers Loc. 5385 (AFL-CIO/CLC)	500	1,500	6,500	Oct. 18 Nov. 6	Alleged unsafe mine condi- tions—Return of workers after union's recommendation.
Heath Steele Mines Ltd., Newcastle, N.B.	United Mine Workers Local 5319 (CLC)	200	200	200	Nov. 16 Nov. 17	To protest against unsafe work- ing conditions after a fellow worker was killed in an acci- dent—Return of workers pend- ing further discussions.
Manufacturing						
Food and Beverages						
Dare Food (Biscuit Division) Ltd., Kitchener, Ont.	Brewery Workers Loc. 173 (AFL-CIO/CLC)	380	7,980	48,410	May 26 —	Wages, hours—
Bonavista Cold Storage Ltd., Bonavista, Nfld.	Food Workers Loc. 1253 (AFL-CIO/CLC)	357	7,440	39,100	June 29 —	Wages, hours, overtime pay, paid holidays—
Chaine Cooperative du Saguenay, St-Bruno, Lac St-Jean, Qué.	Commerce Employees (CNTU)	330	6,930	25,410	Aug. 14 —	Wages, hours, other benefits—
McGraw-Edison, Etobicoke, Ont.	Steelworkers Loc. 5466 (AFL-CIO/CLC)	165	3,470	4,960	Oct. 19 —	Not reported—
McGavin Toastmaster Ltd., & Weston Bak- eries Ltd., Regina, Sask.	Bakery Workers Local 428 (AFL-CIO/CLC)	225	4,730	5,860	Oct. 25 —	Wages, hours, other improve- ments—
Fisheries Products Ltd., Catalina, Nfld.	Food & Allied Workers Local 1253 (AFL-CIO/CLC)	150	150	150	Nov. 13 Nov. 14	To protest against the dismissal of two fellow workers—Return of workers pending further discussions.
McGavin Toastmaster Ltd., Edmonton, Alta.	Bakery & Con- fectionnery Workers Loc. 276 (AFL-CIO/CLC)	114	1,370	1,370	Nov. 15 —	Wages, hours—

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, NOVEMBER, 1972
(PRELIMINARY) (CONT.)**

Industry — Employer	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues Result
			November	Accu- mulated	Termination Date	
Location						
TEXTILE						
Regent Knitting Mill, St. Jerome, Qué.	United Textile Workers Loc. 1667 (AFL-CIO/CLC)	250	250	250	Nov. 30 —	Job security—
FOOD						
MacMillan Bloedel Ltd., Red Band, B.C.	Woodworkers Loc. 1-217 (AFL-CIO/CLC)	190	3,990	21,850	June 19 —	Not reported—
Canadian Forest Products, Hunting-Merritt, B.C.	Woodworkers Loc. 1-427 (AFL-CIO/CLC)	200	4,200	11,000	Sep. 13 —	To protest against the suspension of fellow workers for alleged slowdown—
Northwood Pulp Sawmill Div., Prince George, B.C.	Woodworkers Loc. 1-424 (AFL-CIO/CLC)	250	5,250	11,750	Sep. 25 —	Not reported—
Ass. Manufacturies du Bois, St-Juste, Qué.	Carpenters (AFL-CIO/CLC)	170	3,570	5,440	OZct. 17 —	Not reported—
J.R. Boulanger & Cie., Warwick, Ste. Arthabaska, Qué.	Syndicat des Employés du Bois-Ouvré de Warwick C.S.D.	177	530	530	Nov. 8 Nov. 13	Wages, job evaluation—Wage increases, other improvements over a 3-yr. contract.
FURNITURE AND FIXTURES						
Electrohome Ltd., Kitchener-Area, Ont.	I.B.E.W. Loc. 804 (AFL-CIO/CLC)	2,400	36,000	36,000	Nov. 3 Nov. 27	Job reclassification, wages—Wage increases.
PAPER						
Domtar Packaging Ltd., Toronto, Ont.	Chemical Workers Loc. 595 (AFL-CIO/CLC)	300	300	300	Nov. 10 Nov. 11	Wages, paid lunch breakes—Return of workers.
PRIMARY METAL						
Anaconda Canada Ltd., Etobicoke, Ont.	Auto Workers Local 399 (CLC)	400	400	400	Nov. 2 Nov. 3	Not reported—Not reported.
METAL FABRICATING						
Locweld & Forge Products Ltd., Montreal, Qué.	Steelworkers Loc. 2366 (AFL-CIO/CLC)	320	6,720	28,800	July 25 —	Not reported—
P. L. Robertson Mfg. Co. Ltd., Milton, Ont.	Steelworkers Loc. 4970 (AFL-CIO/CLC)	310	1,550	1,550	Nov. 12 Nov. 20	Wages, fringe benefits—Wage increases, other improved benefits.
MACHINERY						
Massey-Ferguson Industries Ltd., Toronto & Brantford Ont.	Auto Workers Locs. 439 & 458 (CLC)	3,300	69,300	135,300	Oct. 4 —	Wages—

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, NOVEMBER, 1972
(PRELIMINARY) (CONT.)**

Industry — Employer			Duration in Man-Days		Starting Date	Major Issues Result
Location	Union	Workers Involved	November	Accu- mulated	Termination Date	
Ford of Canada (Car Plant Div.), Oakville, Ont.	Auto Workers Loc. 707 (CLC)	1,700	1,700	1,700	Nov. 29 Nov. 30	To demand for the firing of foreman for allegedly strik- ing an employee—Return of wor- kers after the foreman was tran- ferred to another part of t plant.
Prestolite Co., Point Edward, Ont.	Auto Workers Loc. 456 (CLC)	550	1,100	1,100	Nov. 29	To protest against the suspe- sion of a fellow worker—
TRANSPORTATION EQUIPMENT						
Hawker Siddeley Trenton Works, Trenton, N.S.	Steelworkers Loc. 1231 (AFL-CIO/CLC)	400	1,200	1,200	Nov. 1 Nov. 6	Dissatisfaction with gene- ral working conditions—Uni- on president persuaded workers return.
Saint John Ship- building & Dry Dock Co. Ltd., Saint John, N.B.	Marine Workers Federation Loc. 3 (CLC)	800	1,600	1,600	Nov. 24 Nov. 26	To protest against an 11-c suspension of a fellow wor- ker for refusing to do 'his job' Union president persuaded m to return to work, and co. union to decide return of s pended worker.
NON-METALLIC MINERAL PRODUCTS						
Cegelec Industrie Inc., La Prairie, Qué.	Metallurgists'1703,570 Miners and Chemical Workers Federation (CNTU)	24,310		May 10	—	Delayed negotiations in a n contract—
Construction						
Canadian Electrical Manufacturers Assoc. Province-wide, Ont.	Elevator Construc- tors Loc. 90 (AFL-CIO/CLC)	1,200	25,200	75,030	Aug. 29 —	Protest over lack of progress negotiations for a national c tract—
Canadian Elevator Manufacturers, Lower Mainland, B.C.	Elevator Constructors Loc. 82 (AFL-CIO/CLC)	277	4,770	13,170	Sep. 8 —	Protest over lack of progress negotiations for a national c tract—
The Canadian Eleva- tor Manufacturers, Montreal & Québec, Qué.	Elevator Con- structors Locs. 89 & 101 (AFL-CIO/CLC)	600	12,600	31,800	Sep. 15 —	Protest over lack of progress negotiations for a national c tract—
The Canadian Eleva- tor Manufacturers, Edmonton & Calgary, Alta.	Elevator Con- structors Locs. 122 & 130 (AFL-CIO/CLC)	200	4,200	7,800	Oct. 5 —	Wages, fringe benefits, un jurisdiction—

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, NOVEMBER, 1972
(PRELIMINARY) (CONT.)**

Industry — Employer			Duration in Man-Days		Starting Date	Major Issues Result
Location	Union	Workers Involved	November	Accu- mulated	Termination Date	
Transportation and Utilities						
TRANSPORTATION						
*Canada Steamship Lines Ltd., Montreal, Qué., Thunder Bay, Windsor, Sarnia and Port Credit, Ont.	Railway Clerks various locals (AFL-CIO/CLC)	350	3,210	16,240	Sep. 8 Nov. 15	Wages, hours—Wage increases in a 3-year contract.
Several Trucking Firms, Montreal (Qué.)	Teamsters Local 931 (IND.)	2,000	20,000	20,000	Nov. 11 Nov. 24	Wages—Wage increases total- ling \$1.20 an hr. over a 3-yr. contract.
Nordair Ltd. of Montreal, Québec, Ontario, Northwest Territories	Machinists (Maintenance & Operations Employees) (AFL-CIO/CLC)	240	3,120	3,120	Nov. 14 —	Job security, wages, other im- provements—
COMMUNICATION						
*Post Office Depart- ment, Metro Toronto, Ontario.	Letter Carriers Union (CLC)	281	400	400	Nov. 17 Nov. 19	Protest over slowness in nego- tiation—Return of workers after P.O. obtained injunction.
POWER, GAS AND WATER						
Hydro Québec, Province-wide, Qué.	Public Employees Loc. 1500 (CLC)	8,500	54,640	54,640	Nov. 6 Nov. 15	To demand for parity with On- tario Hydro employees in a 3-yr. contract—Back-to-work order forced men to return to work.
RETAIL TRADE						
Automotive Hardware Ltd., Toronto, Ont.	Steelworkers Loc. 7105 (AFL-CIO/CLC)	112	1,340	2,120	Oct. 23 Nov. 20	Wages, other improvements— Wage increases, other benefits.
Sobey Stores Ltd. (Two Stores) Sydney & Sydney River, N.S.	Food & Allied Workers Local 268 (AFL-CIO/CLC)	110	1,540	1,540	Nov. 10 —	Wages, job security, other im- provements—
A & P Stores, Province-wide, Ont.	Retail, Whole- sale and Depart- ment Store Union, Loc. 414 (AFL-CIO/CLC)	225	3,150	3,150	Nov. 12 —	Job security, wage parity with employees of other food chains—
Cooperative Agri- cole de Granby, Granby, Qué.	Syndicat des Yes Coop. Granby C.S.D.	350	580	580	Nov. 18 Nov. 21	Wages—Wage increases.
Several Independent Grocery Stores, Montreal, Qué.	Retail Clerks Loc. 500 (AFL-CIO/CLC)	405	410	410	Nov. 30 —	Demand for parity with Mon- treal warehouse employees of the big chains—

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, NOVEMBER, 1972
(PRELIMINARY) (CONCL'D.)**

Industry —			Duration in Man-Days		Starting Date	Major Issues Result
Employer		Workers Involved	November	Accu- mulated	Termination Date	
Location	Union					
Service						
EDUCATION						
Greater Victoria School District & Camosun College, Victoria, B.C.	Public Employees Local 382 & 947 (CLC)	415	5,400	5,400	Nov. 14 —	Slowness in negotiation—
HEALTH AND WELFARE						
Toronto Western Hospital, Toronto, Ont.	Canadian Union of General Employees	675	14,460	68,460	July 12 —	Job classification, sick leave hours—

*Federal jurisdiction.

CANADA DEPARTMENT OF LABOUR PUBLICATIONS

Industrial Relations Research in Canada (annual). An inventory of industrial relations research undertaken by the Department, other government departments, academic institutions and private individuals. Free. Cat. No. L2-29/1971.

ECONOMICS AND RESEARCH BRANCH

Labour Organizations in Canada (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications and the geographic distribution of their local branches in Canada. (Bilingual). Price \$1.50. Cat. No. L2-2/1971.

Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts show strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 75 cents. Cat. No. L2-1/1970.

Wage Rates, Salaries and Hours of Labour, 1971. An annual report published in loose-leaf form and followed later by a paperback volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in major communities and most industries. First-year service, including attractive binder with index tabs and paperback volume, \$10.00; service without indexed binder, \$7.50; individual tables, free from Surveys Division. Paperback volume, \$3.00. (Bilingual). Cat. No. L2-554.

Working Conditions in Canadian Industry, 1971. (Bilingual). Price \$2.00. Cat. No. L2-15/1971.

Determination of the Appropriate Bargaining Unit by Labour Relations Boards in Canada, by Edward E. Herman, 1966. Occasional Paper No. 5. Price \$3.50. Cat. No. L2-26/5.

Wages in Canada and the United States: an Analytical Comparison, by Allan A. Porter and others. Occasional Paper No. 6. Price \$1.75, Cat. No. L2-26/6.

Union Growth in Canada, 1921-1967, by J. K. Eaton and K. Ashagrie, 1971. (English or French). \$2.50. Cat. No. L41-970.

WOMEN'S BUREAU

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LEGISLATIVE RESEARCH BRANCH

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Labour Standards in Canada. Sets out standards in effect under federal and provincial labour laws regarding child labour, minimum wages, equal pay for equal work, hours of work, weekly rest day, annual vacations with pay, public holidays, fair employment practices, notice of termination of employment, maternity protection (new section) and workmen's compensation. (English or French). Price \$1.00. Cat. No. L2-7/1971.

Workmen's Compensation in Canada. Deals with compensation for employment injury, the basic principles underlying the system, and coverage of the provincial Acts as of December 31, 1967. (Information on changes in workmen's compensation laws is published yearly and is available free on request). 1969. (English or French). Price \$1.00. Cat. No. L34-1969.

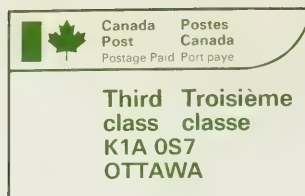
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Canada Occupational Safety Manual. Intended as a guide to persons charged with developing and maintaining an accident prevention program. 1. Planning for Safety. 2. Employment Safety Audit Guide. 3. Accident Investigating and Reporting. (English or French). 50 cents each.

Bibliography, Occupational Safety and Health. Lists some 500 selected holdings of Technical Library. Accident Prevention Division, 1971. Free.

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"Elimination of the unfair competitive edge now given to Commonwealth ships will enable Canadian shipowners and builders to plan for the markets that will open up to our coastal trade . . . and eventually put Canada in a position to develop a deep-sea merchant marine." See: Could This Be Step One in the Rebirth of Canada's Merchant Fleet?, by Jim MacSweeney



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Canada Department of Labour

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**Labour
Canada**

**Travail
Canada**

NEWS BRIEFS

■ Two pamphlets that discuss topics vital to every person working in the federal jurisdiction have recently been published by the Labour Standards Branch of the Canada Department of Labour.

One explains aspects of "Equal Wages"—that employers are not permitted to pay employees of one sex lower wages than an employee of the other sex, provided both work in the same establishment and perform the same or similar work under the same working conditions; as well, an employer may not reduce wages to comply with the labour standards.

"Maternity Leave" explains regulations that apply to workers in enterprises that come under the federal jurisdiction.

The pamphlets are part of a continuing series dealing with provisions of the Canada Labour Code (Labour Standards); they are available in English and French, and are free from the Labour Standards Branch of the Canada Department of Labour. Other topics are "Summary" (of the Code), "Minimum Wages," "Group Termination," "Individual Termination," "Severance Pay," and "Hours of Work—Motor Transport."

■ Job enrichment for Ford dealership employees—an innovation in the Canadian auto industry: Ford of Canada is planning to reimburse sales and service employees 50 per cent of their tuition fees for extension or night school courses related to their jobs.

William Hawkins, Ford vice-president and general manager, said the remaining 50 per cent would be paid by more than 700 Ford and Mercury dealers across Canada.

He said the program—believed to be the first of its kind in the Canadian automotive industry—is the most significant step ever taken by the company to stimulate job enrichment at the dealership level. It will be available to more than 20,000 Ford dealership employees.

Another Ford program—in existence for several years—reimburses company personnel 100 per cent of their tuition costs for courses related to their work.

■ The Canadian Manufacturer Association has launched an educational campaign, designed to identify and eliminate potential causes of industrial disputes. The 8,500-member CMA says Canada's poor strike record among international competitors has hurt it in recent years.

The campaign consists of a series of training manuals for foremen—a five-booklet training package dealing with industrial relations at its most basic level: the handling of routine grievances. Two years of preparation went into the CMA effort.

About 1,000 Canadian firms are now using the training package, which is also being made available in French. Similar training manuals for use by union officials have won widespread acceptance in the United States.

Though management is aware that unions are doing an increasingly better job in training their own plant representatives, the CMA views its venture as "an opportunity to fill an obvious gap in many corporate industrial relations programs."

The Association says "there is a growing feeling that strikes are not often decided upon at the bargaining table. Many wage demands in fact disguise dissatisfaction with conditions in the plant."

"Perhaps we can overcome the attitude of some union employees that strikes in many cases are simply a means of teaching the company a lesson."

Although designed for manufacturing plants, the training package will be applicable to almost every sphere of business activity, says the CMA.

William Mahoney has won another 4-year term as National Director of the 170,000-member Canadian section of the United Steelworkers of America. He defeated his opponent Donald Montgomery in the February 13 election by a margin of 25,316 votes to 15,369. It was the first



William Mahoney

time that Mahoney had fought a contested election since he became national director of the union in 1956.

Mahoney has been involved with unions since joining the Algoma Steelworkers' Union in 1937. After the Algoma Steelworkers joined the United Steelworkers of America, Mahoney became a full-time staff representative for the union. After working for the CLC as director of organization for western Canada, he became assistant to the national director of the Steelworkers in 1949. In 1956 he replaced Charles Millard to become acting national director. Since then he has been confirmed in office by four referendum elections. Donald Montgomery, the only other contestant for national director, is the Toronto area supervisor for the Steelworkers and is also the President of the Labour Council of Metropolitan Toronto.

In the same election, Lynn Williams was chosen to replace retir-

ing Larry Sefton as Director of District 6. Williams defeated Harry Greenwood, recording secretary for Local 1005 in Hamilton, despite the support given to Greenwood by some large Steelworker locals. Since 1956, Williams has been working with the Steelworkers, starting as an organizer and district supervisor. In 1965 he went to work for Sefton in the district office in Toronto, helping in bargaining and such administrative tasks as co-ordinating regional conferences. When Sefton announced his retirement, he named Williams as his chosen successor.



Lynn Williams



Larry Sefton

Jean Guérin-Lajoie was returned by acclamation as Director of District 5, covering Québec and eastern Canada.

Sefton's retirement was announced on October 6. Giving poor health as the reason for retirement, he noted his 31 years of service with the union, adding, "so you will understand how difficult it has been to step down from the directorship, for working for the union has been my whole adult life."

Main issues in the election centred around calls for greater service and communication to members as well as long-term planning. Union bureaucracy and lack of initiative were criticized by Montgomery in his challenge for the national directorship. District 6, covering the area of Ontario to the West Coast, focused its attention on British Columbia, where independent unions have taken over the Steelworker local at Kitimat and are threatening to take the Cominco workers in Trail. Poor service by the Steelworkers was cited as a major reason for the dissatisfaction in B.C.

■ The Supreme Court of Canada has decided not to hear the appeal of Marcel Pepin, President of the Confederation of National Trade Unions (CNTU), Louis Laberge, President of the Québec Federation of Labour (QFL), and Yvon Charbonneau, President of the Québec Teachers' Corporation (QTC). The appeal concerned the judgment against the three men, given on May 8, 1972 by Judge Pierre Côté of the Québec Superior Court, and later upheld by the Québec Court of Appeal.

The case dates back to a 24-hour general strike ordered for March 28, 1972 by the three central labour bodies (Common Front) and involving some 210,000 employees of the public and parapublic sectors.

Another general strike broke out on April 11; the strikers and their unions disregarded the injunctions issued against them. On April 18, Judge Georges Pelletier of the Superior Court passed judgment on three unions—the General Syndicate of Employees, the Nurses' Alliance and the Paramedical Employees' Syndicate—and their presidents. On April 21, the Québec National Assembly passed Bill 19 terminating the strike.

On May 8, Judge Pierre Côté found the leaders of the three central labour bodies, the CNTU, the QFL and the QTC, guilty of contempt of court for having disregarded the injunctions issued against them and sentenced them to one year in jail.

The three union leaders then appealed to the Supreme Court of Canada. On January 23 at the opening of the session, the case came before Chief Justice Gérard Fauteux and Justices L. Ph. Pigeon and Douglas Abbott. The judges announced, on January 31, that the Court would not hear the appeal.

■ **The 1972 fishing and trading season appears to have been a bad one for Newfoundland ship-ping.**

Mishaps are reported to have caused more havoc than storms or ice conditions, and July, usually the best month of the fishing season, recorded the greatest loss of life. The year was further marred by the sale of a number of freight boats to foreign interests.

A spokesman for the Newfoundland Shipowners' Association is reported to have said that **federal regulations governing the hours of work of crews at sea were forcing owners out of business.** "If the ultimate goal of the legislation, which is to set a maximum 40-hour work week, with a permitted eight hours of overtime, is allowed to go into force, about the only shipping left in Newfoundland will be Canadian National and Department of Transport ships".

The Canada Labour Code (Part III) governs the working hours of employees under federal jurisdiction, including those working in the transport industry—this includes most Newfoundland fishermen.

The first phase in the work week reduction came into effect January 1, 1968, with a maximum of 832 hours in a 13-week period or an average of 64 hours weekly. The following year, the work week was reduced to 60 hours, with a further reduction to the present maximum of 676 hours in a 13-week period with overtime for work exceeding 44 hours a week. The 40-hour work week will go into effect January 1, 1974.

But by then, it is feared, there may be no local shipping left. Blue Peter Steamships of St. John's, which operated ships in local and foreign waters, sold its fleet to a Bermuda-based firm in 1972. H. B. Dawe Ltd. of Cupids, in the freight-carrying business for more than 30 years, is selling its fleet because, said a spokesman, "the code is making operations uneconomical." Other private sales have depleted the island fleet.

One bright spot in the picture was the growth of the offshore fishing fleet. Five new stern trawlers were added in 1972, and five or six more

are expected this year. Each vessel creates 50 to 60 new jobs. A number of longliners were also added to the fleet under a federal subsidy program and provincial grants and loans.

This year got off to a good start with the announcement by Premier Frank Moores' government of a \$40 million shipbuilding program to diversify and strengthen Newfoundland's fishing industry. Premier Moores told the St. John's Rotary Club: "We plan a very active campaign through a Crown corporation to ensure that the province's fishing fleet is built up to the most sophisticated degree possible so that we can take full advantage of catches."

The formation of a government-owned fleet was an important plank in the Conservative Party's platform in the last provincial election campaign.

The boats—including trawlers, longliners and all-purpose craft—will be built at the government-owned shipbuilding yard at Marystown, on the south coast, and the Government plans to lease or charter the vessels to provincial fishing companies as they need them.

Premier Moores said: "This program is designed to ensure that for the next two or three years the province's fishing fleet will be maximized so that people will have more opportunity and the fishing economy will improve accordingly."

Nova Scotia has a new labour standards code covering almost every worker and employer in the province. The only workers unaffected by the legislation will be domestic servants in private homes, and people in certain professional categories.

The code provides that male and female workers performing the same tasks under similar conditions in the same establishment must receive equal pay. It also forbids dismissal of or discrimination against an employee whose wages are subject to attachment proceedings.

The code's maternity protection clauses guarantee that women, who have been working for the same employer for at least a 12-month period, will be eligible for 7 weeks maternity leave with job security.

The code stipulates that an employer may not dismiss or lay off an employee who has been employed for three months or more without first giving him or her written notice, varying with the length of service from a minimum of one week to a maximum of eight weeks. In the case of a group being dismissed, the notice period will vary with the number of employees being dismissed.

Nova Scotia's minimum wage will be raised from \$1.55 to \$1.65 an hour on July 1, 1973, and the Minimum Wage Board's responsibilities will include hours of work. The General Minimum Wage Order requires that an overtime rate of time-and-one-half the minimum wage be paid after 48 hours of work in a week. There are special provisions covering various occupations. The code also provides for uniform wages and hours of work in the construction industry.

Five holidays with pay have been designated: Christmas, New Year's Day, Good Friday, Dominion Day and Labour Day.

The new code's vacation pay provisions require employers to give a two-week vacation with pay (4 per cent of gross earnings) if the employee has worked for at least 90 per cent of regular working hours during a 12-month period. Should an employee leave his or her job before taking a vacation, he or she is entitled to 4 per cent of gross earnings during the time of employment.

■ **Arthur R. Gibbons, 55, has been appointed Director of the Conciliation and Arbitration Branch of the Canada Department of Labour, it was announced in late February.**

Gibbons joined the department in January 1970 when he was appointed the industrial relations specialist for the railway industry. Previously, he had served as executive secretary of the Canadian Railway Labour Association; general vice-president of the Canadian Labour Congress; a member of the Economic Council of Canada; and a member of the former National Productivity Council of Canada.

He was the assistant director of the Conciliation and Arbitration Branch before his present appointment.



Arthur R. Gibbons

■ **Despite generally improved business conditions, 1972 was British Columbia's worst year in history for labour-management strife,** said provincial Labour Minister William King in his department's annual report.

It was a year of "high unemployment, renewed inflationary pressures and severe breakdowns in labour-management relations."

The report warned that "unless solutions are found and applied to these major problem areas, the province will not achieve its potential rate of economic and social growth."

Breakdowns in collective bargaining in the major industries resulted in the highest number of man-days lost owing to labour disputes in British Columbia's history. More than 2.1 million man-days were lost, compared with 277,000 in 1971 and nearly 1.7 million in 1970.

The workers involved in 1972 industrial disputes made up 32.04 per cent of the province's union membership. Each striker was off for an average of 19.1 days, compared with 5.3 days in 1971.

"Particularly damaging were disputes in construction, forestry, manufacturing, and the public administration sector of the economy."

Average annual unemployment was estimated at 7.5 per cent, but workers in the 14- to 24-year-old group experienced a 15 per cent unemployment rate.

The labour force reached a new peak of 951,000, an increase of

40,000 or 4.4 per cent over 1971, while employment increased by only 3.8 per cent.

Total wages and salaries increased by \$573 million or 10.6 per cent over 1971. The average weekly wage on a composite industrial wages rating scale was \$161.69.

Union membership grew by 4.9 per cent, or 15,504 workers, to 332,091—41.8 per cent of the total number of wage earners, a slight decline from 42 per cent in 1971.

B.C.'s population grew by 2.9 per cent to 2.25 million, compared with a 2.2 per cent growth in 1971, and 1.2 per cent nationally.

■ **Canada's trade unions are experiencing a decline in popularity, according to a recent poll by the Canadian Institute of Public Opinion.** When asked to name an argument in favour of labour unions, almost half the adult population (48 per cent) could not think of one. Among the other half, nine per cent expressed the opinion that there is definitely no reason for favouring trade unions. These people claimed that labour demands had gone too far and that unions were losing their effectiveness. "There isn't any argument for them right now," many of them said. "They just cause trouble."

Canadians appear to have three main complaints against organized labour. In reply to the question: "What do you think is the chief argument against labour unions?," 25 per cent of the adult population expressed the view that unions have become too powerful and are abusing that power. "Unions have become irresponsible with regard to calling strikes," was the opinion of 11 per cent of the people polled. Ten per cent said unions are causing inflation and working against the common good. Union leadership was criticized by five per cent. These people expressed the belief that labour leaders are poor managers who exploit or neglect the "little man." Others said there are "too many racketeers among the union brass." Only three in 100 adults said there can be no arguments against unions. Another 39 per cent were indifferent to the question.

Among the adults who could name an argument in favour of trade unions, 19 per cent believed that unions protect workers and preserve their rights; 12 per cent approved the existence of unions because they kept wages up and help to establish decent living standards for members. A very small proportion (four per cent) said unions provide job security. Another eight per cent mentioned other benefits associated with unionism, including shorter working hours and better working conditions.

The study was conducted through personal interviews with a random sample of 671 adults in homes across Canada. A sample this size produces results accurate to four percentage points 19 times out of 20.

■ **Close to 328,000 persons took federally sponsored job training courses in 1972, and many of them were able to find work soon after graduation—often work employing their new skills.**

The federal Government gave full time institutional training to 153,952 unemployed persons last year, while an additional 44,429 were absorbed by the training-on-the-job program.

Many of the participants in the training programs already had jobs but were trying to improve their prospects by acquiring new skills. Of those who took full-time institutional training, 76 per cent found employment three to four months after completing their courses. About 49 per cent of the graduates found work in occupations for which they had been trained.

Close to 66 per cent of those who enrolled for training-on-the-job completed their course of instruction and 93 per cent had jobs after the federal funding was ended. All but 10 per cent remained with the employer who provided the training.

INTERNATIONAL ROUNDUP

Changes are imminent in Australia's federal labour laws, including abolition of penal clauses for strikes, easier union amalgamation, and modification of the previous government's separation of the conciliation and arbitration processes of the Commonwealth Industrial Courts. Unions will also be given immunity from civil action against them under the law of tort.

More employers will be prosecuted for breaches of federal awards. Australian labour minister Clyde Cameron told a meeting of unionists in February that the number of arbitration inspectors would be doubled and that more judges would be appointed to the Commonwealth Industrial Courts. He said also that all award breaches by employers and unions would bring prosecutions.

In the past two years, 24,000 breaches had been detected, but the previous government had taken action against only 23. Cameron said the unions would be encouraged to inform the Department of Labour of provisions and awards that were not being observed. The burden of prosecution would no longer rest with the unions but with the Department.

Spain's Ministry of Labour reports there were 656 strikes in that country last year, compared with 533 in 1971. All strikes are illegal in Spain, but workers get around the ban by calling in sick or simply failing to appear for work.



Clyde Cameron

The Japanese Labour Ministry reports that Japanese union membership grew by less than 1 per cent in the 12 months up to mid-1972, the lowest rate in four years. Union members number 11.9 million or 23 per cent of the workforce.

Australia, like Canada, will have to rely heavily on tertiary industry to provide more and more jobs for its workforce, which numbered about 5.6 million persons at the end of 1972. Long term projections show dwindling opportunities in primary and secondary industry because of technological advances. **The Australian government is, therefore, planning massive retraining schemes to keep the labour force abreast of technological change.**

"It is a formidable task," said a recent editorial in **The Age**, a Melbourne daily newspaper. "Only last September the Victorian Chamber of Manufactures predicted that technological change would displace or make redundant about 1.75 million (Australian) workers during the next few years, and that more than two million would need retraining, either to keep their jobs or to find new ones during the same period. In this age of throw-away skills, most employees will have to be retrained several times during their working lives."

Australian labour minister Clyde Cameron has not spelled out his government's plans in great detail. He will await the report of a task force investigating labour market policies in the United States, Canada, Britain, West Germany and Sweden. But he has indicated that his government plans to develop and expand retraining facilities, pay higher allowances to trainees and restructure the Commonwealth Employment Service along the lines of the progressive Swedish Labour Market Board. He said that the federal Government would take the initiative in creating new tertiary industries to absorb a greater part of the workforce and to improve the quality of life.

Australia is also planning two Canadian-style initiatives to help overcome unemployment (currently at approximately 2 per cent

of the labour force). They are short-term community development projects similar to Canada's Opportunities for Youth scheme and the Local Initiatives Program, which provide for federal funds to be channelled through local governments and organizations. Mr. Cameron said the community development schemes could include anti-pollution projects, services for the aged and the handicapped, single-parent co-operatives, and the building of recreational and cultural facilities.

■ **British union chief Victor Feather has been elected first President of the new European Trade Union Confederation.** Feather, General Secretary of the British Trades Union Congress, heads a Brussels-based organization representing 29 million work-



Victor Feather

ers from 17 national unions in 14 countries of the enlarged European Economic Community and the European Free Trade Association.

Feather retires as General Secretary of the TUC in September and the confederation would not approve

of his continuing as president afterward. It is likely that Len Murray, a popular figure in European union circles and Feather's probable successor at the TUC, may take over Feather's job in the confederation.

■ **Thousands of Yugoslav workers have been leaving their country each year since 1965, to find better paying jobs or because they cannot find jobs at all.** The number working abroad has climbed to about 1 million, up from 400,000 in 1968. An estimated 120,000 have found their way to Australia and another 30,000 to Canada. The rest work in West Germany, Austria, France, Sweden and a few other European countries that are short of labour.

For a time, Yugoslavia encouraged this emigration—the only communist country to allow it so far—because it was an easy way to overcome mounting unemployment at home; and the policy seemed to work. The departure eased pressures on the economy, and workers sent home millions of dollars (\$900 million last year, twice as much as tourist earnings), helping Yugoslavia achieve a balance of payments surplus, its first in five years.

Now, however, the exodus has reached alarming proportions, and the Yugoslav government is having second thoughts. **Many of the emigres who are not returning are university-trained specialists or skilled workers spurning their country's modest wages. With a shortage of such people in Yugoslavia, the government is trying to bring them back home** by guaranteeing them jobs and granting them duty-free import privileges.

The federal assembly in Belgrade is also considering a bill to ban recruitment in Yugoslavia by foreign

firms or their local representatives. Such recruitment, including the advertising of foreign job offers, would be handled by the federal employment bureau. Officials would be forbidden to help anyone who already has a job, anyone unemployed who turns down an offer of a job in Yugoslavia or any skilled worker, engineer or qualified specialist.

Agreements have also been reached with West Germany and some other countries, regulating the hiring of skilled workers, and Yugoslav negotiators are now trying to work out similar arrangements with Canada.

It appears that these efforts are proving successful. The migration continues, but at a slower pace; the exodus of workers is less than half the figure in the peak years 1969 and 1970, when 200,000 to 300,000 workers are believed to have emigrated annually.

■ Associated Press reports that universities have become Italy's biggest creators of unemployment. About 220,000 of the 250,000 students expected to graduate in the next three years will not find employment through their university degrees—if indeed they find jobs at all.

Labour Minister Dionigi Copo is quoted as saying **"Half of the country's unemployed are university graduates seeking their first jobs."**

Industry is ignoring most post-1969 graduates. More than 60 per cent are working in menial jobs, and almost nine per cent were still unemployed two years after graduation.

Overcrowded schools and antiquated programs are to blame for the current situation. A bill to enlarge and modernize universities has been before parliament for several years.

There were 38,000 freshmen this year at the University of Rome—one of the 59 universities in Italy—making the total number of students 110,000. It was designed for a total of 25,000.

There were 220,000 candidates last year for 21 openings as grade school teachers; 350,000 for 1,913 openings as the lowest paid employees at Italy's social security agency. The job requires a degree, but pays a monthly salary of \$155.

A personnel manager at the Fiat auto factory is quoted as saying: "We always had to train recent graduates in practical matters about their jobs, but now we find they are not even suitable for such training; they seem to be more interested in clothes, or perhaps in social issues, than in their studies."

A spokesman for another large company noted a sharp drop in the quality of graduates. "We would never take a graduate from 1968 on unless he had some special talent," he said.

More than 200,000 Italian workers marched through Rome last February in what has been described as the biggest postwar demonstration in Italy. They demanded higher pay and long-sought social reforms. Most of the workers travelled through the night by buses, trains and ships to get to Rome in a show of solidarity with 1.4 million metal workers fighting to win a new labour contract.

The crowd waved flags and streamers bearing the names of towns and cities in all parts of Italy. Communist, Socialist and leftist Christian Democrat mayors and municipal officials from 100 centres marched with the workers. Thousands of students skipped school to join the rally, and a number of folk music groups sang songs denouncing management and the government.

The country was virtually paralyzed less than three weeks later by a nation-wide strike involving an estimated 14 million workers. This was the second general strike in two months.

Though the current season of strikes is running about a third of 1969's 303 million man hours lost, it has already cost Italy millions of dollars in lost production. The walkouts are not always aimed at wresting better wages from employers, but are being directed increasingly against the government—for political reasons: to press for better schools, low-cost housing, health facilities, curbs on inflation, and for the development of economically depressed areas, to mention only a few.

Such strikes cost the workers the time they take off and many are reluctant therefore to join in walkouts or demonstrations that have little or no immediate relevance for them, but they are even more reluctant to buck the walkouts.

The current rash of political strikes may be attributed in part to the rivalry among the three large unions, each seeking to outdo the other in a show of militancy. This is all the more understandable in view of labour's links with the political parties.

Because of their political leanings, the big unions sometimes put aside the bread and butter issues while they attend to political and ideological matters. There has also been some friction between the national bargaining leaders and the local units at plant level, which frequently call unauthorized wildcat strikes.

Labour leaders are becoming increasingly aware, however, of mounting unrest among workers who lose pay over political wranglings. Industrial disharmony has also hurt the economy and caused thousands of workers at the big plants in the industrial north to be laid off.

■ **Frank Rosenblum, a founder of the Amalgamated Clothing Workers of America, died February 9 at his home in Chicago. He was 85 years old.**



Frank Rosenblum

Rosenblum, who retired from the labour movement last November after a career that spanned 62 years, held the title of general secretary-treasurer emeritus of the union at the time of his death.

He was first appointed general secretary-treasurer in 1946 and played a leading role in establishing and developing the union's social insurance program.

As a young man, Rosenblum learned the cutting trade in the men's clothing industry in Philadelphia. He moved to Chicago in 1908 and helped to lay the groundwork for an organized labour movement among clothing workers.

At the outset, Rosenblum's union activities centred in Chicago and the surrounding area. It was under his leadership that clothing workers were organized in Cleveland, St. Louis, Minneapolis, St. Paul and Cincinnati.

He led the fight to seat delegates barred from the United Workers' Union convention, held in Nashville in 1914. He eventually led the delegation out of the convention and became one of the founders of the Amalgamated Clothing Workers of America.



50 YEARS AGO

■ Because of its bearing on the legal status of trade unions in Canada, wide interest was shown in the issues raised by the decision of Mr. Justice Galt in the Court of King's Bench, at Winnipeg, in March 1923, in the case of Chase and others vs. Starr. The full text of the judgment was printed in full in the April 1923 issue of **The Labour Gazette**. The action was brought by Howard B. Chase, chairman, and Wilmot H. Nash, general secretary treasurer, Canadian Division

of the International Brotherhood of Locomotive Engineers, against Samuel Starr, former secretary of the same organization, to compel him to give an accounting of funds in his possession when he was removed from office at the Brotherhood's triennial convention, held in Cleveland, Ohio, in May 1921. Mr. Starr refused to surrender his office, claiming that he had not received notification that his services were dispensed with. The case came to trial in Decem-

ber 1922, and was adjourned until January 15, 1923, when counsel for Mr. Starr asked leave to amend the statement of the defence in order to attack the legal status of the labour organization, claiming that it was operating in restraint of trade, and moving for nonsuit. After three days of argument the judge reserved his decision. In the judgment, which was delivered on March 10, he nonsuited the plaintiff. It was stated that steps were being taken to carry the case to a higher court in appeal.

■ A year ago the United States Public Health Service announced that it had completed arrangements to expand the medical aid services to American seamen by prescribing by radio for any sailor taken ill at sea who applied. Messages for aid were to be forwarded to the Service by the ship's radio via the Radio Corporation of America or the Independent Wireless Telegraph Company. Included among the diseases and mishaps for which aid was invoked during the first year were appendicitis, asthma, cramps, diarrhoea, ear ache, eye injuries, heart disease, hernia, hiccoughs, influenza, infected teeth, malaria, opium poisoning, ptomaine poisoning, and swallowing broken glass.

■ At the International Trade Union Congress that met in Berlin, Germany, from December 25, 1922, to January 3, 1923, a new Trade Union International was founded under the title of the International Association of Workers.

■ An agreement reached between a manufacturer and the International Ladies' Garment Workers' Union provided for the arbitration of all disputes by an impartial chairman agreed upon by both parties. The agreement provided also that no strikes or stoppages of work would take place. This employer had been operating a non-union shop and he agreed to unionize his shop only on the assurance that there would never be any stoppages of work.

■ The labour cost of installing rural telephones for the Alberta telephone department was \$73 per telephone in 1922 compared with \$145 in 1921; \$163 in 1920; and \$107 in 1914. The sum of \$445,308 was saved on the 1922 construction program over the prices of 1921.

■ In Japan, a decree was officially announced directing the institution of a permanent imperial office to deal with matters relating to the International Labour Organization. The office was installed at the seat of the International Labour Office and was under the direction of the Japanese government delegate to the Governing Body of the International Labour Office.

■ In Switzerland, the Government appropriated 500,000 francs for the purpose of assisting the emigration of Swiss farmers to Canada. The appropriation was to be used for the establishment of colonies in the Canadian West. A representative of Swiss emigration societies was resident in Canada in the interests of the scheme.

■ In Spain, the Government, by a Royal Decree of October 5, 1922, provided for the creation of joint committees for the settlement of disputes between capital and labour in agricultural, commercial, industrial, mining and transport undertakings. The committees were to be set up either on the initiative of the Minister of Labour (or of the provincial authorities or the local offices attached to the Ministry) or at the instance of the interested parties, and would be for an industry, for a group of enterprises, for a particular trade or occupation, or for a single enterprise employing more than 500 workers. They would be of two

kinds—permanent and ad hoc, and they would be either local or regional . . . The permanent committees were to be established by Royal Order in the more highly industrialized districts, and the temporary (or ad hoc) committees were to be set up as occasion arose to deal with particular disputes in the less industrialized districts . . . In order to facilitate the placing of unemployed teachers in positions, the Alberta Department of Education provided the teachers with lists of vacancies in schools, and supplied school boards with the names of teachers seeking employment. As appointments were made by the school boards no records existed of the number of teachers placed through this service. The Department stated it had not considered making use of the Government Employment Bureaus for the placing of teachers.

■ There was a marked increase in the number of students attending the Provincial Normal School in New Brunswick in March 1923. This was noted in the Speech from the Throne at the opening of the provincial legislature in March. The increase, attributed to a new measure that authorized loans to students, promised to make up the former deficiency in the supply of teachers for the public schools. The Schools Act of 1922 gave the Board of Education power "to make loans to students who possess the necessary academic standing for admission, and who require financial assistance to enable them to complete a course at the Provincial Normal School, such loans not to exceed \$400 to any one student, to be made and to be repaid by such student in accordance with the regulations made by the Board of Education; and to make such allowances for the travelling expenses of student teachers attending the school as shall be deemed proper, but not exceeding \$24 to any one student teacher."



COULD THIS BE STEP ONE IN THE REBIRTH OF CANADA'S MERCHANT FLEET?

BY JIM MacSWEEN

Is Canada's coastal shipping industry threatened by the encroachment of foreign competition? The findings of a recent Committee of Inquiry, headed by H. J. Darling, appear to provide an affirmative answer to the question.

Darling found that inadequacies in provisions covering the coastal trade, as well as lack of enforcement of present regulations, have put Canadian ship operators at a disadvantage compared with their foreign counterparts. **The result has been an increase in the number of foreign ships carrying goods between Canadian ports, and uncertainty among Canadian operators on the future business prospects for their fleets.**

Several groups—including the Seafarers' International Union, the Canadian Brotherhood of Railway, Transport and General Workers, and the Canadian Merchant Service Guild—agree with Darling and have been vocal in support of his recommendations. They, together with shipowners' and shipbuilders' organizations, have been pressuring the federal Government for increased controls on coastal shipping to protect Canadian companies from low-cost competitors.

The concern of unions, shipowners, and shipbuilders alike is centred around the decline of Canada's merchant fleet in the face of competition from other countries. The problem reached its apex in recent years as Maritime industries began to falter, forcing hard-pressed Canadian shipbuilders to seek subsidies from the federal Government.

Accompanying this failure, of course, is the possibility of loss of employment for thousands of Canadians now working in those industries; and it is this prospect that brought about the formation of the Maritime Advisory Committee by the Canadian Labour Congress in 1968. This Committee's stated purpose was to study "the heavy layoffs in Canadian shipyards and the lack of a Canadian merchant fleet," then to develop a program of shipping and shipbuilding to be proposed to the Canadian Government.

The Government became concerned with the entire merchant shipping situation at about this time, and subsequently launched three separate studies: an examination of Canadian shipbuilding; an investigation into the economic prospects for a Canadian deep-sea merchant marine; and an inquiry into the Canadian coastal shipping trade.

The coastal shipping inquiry was supervised by Darling, who was then a member of the Water Transport Committee of the Canadian Transport Commission. Its purpose was **"to inquire into, and to report to the Minister of Transport on, the working of the provisions of the laws respecting the coasting trade of Canada and related Maritime activity."** Shortly after having begun the study, Darling left the Commission to complete the report as a private consultant.

The Darling Report recommended a number of changes that would give Canadian companies a greater advantage in coastal shipping. Foremost was a call for Canadian withdrawal from the British Commonwealth Merchant Shipping Agreement, a document that gives ships of Commonwealth countries the right to participate in Canada's coastal trade on an equal basis with Canadian ships. Such a withdrawal would be combined with restriction of coastal trade to Canadian-registry ships.

Other suggested changes (see the list, "Recommendations" at the end of this article) centred around regulations that would grant protection to Canadian operators.

The recommendations caused considerable discussion among unions, shipowners and shipbuilders, all of whom had previously presented briefs. They observed that adoption of the Report would create a coasting policy where there was none. After release of the Report, these groups reiterated their support and called for immediate implementation of its terms.

Other voices—notably those of the Premiers of the Atlantic Provinces—spoke up against the Report, again expressing concern that restriction of trade to Canadian-registry ships would raise freight rates by limiting competition.

The Government withheld action until further study. Donald Ripley of the Department of Transport was asked to examine the possible effects of implement-

ing the Report and to hear further submissions on its proposals. Relying on his report as well as the Darling Report, the Minister of Transport would make a decision on future coasting policy.

The election of October 1972 created new problems. Possessing only a slim majority in the House of Commons, the Government did not want to jeopardize its position by acting too hastily in controversial areas like the coasting trade. In an attempt to reach an equitable solution, it therefore instituted further consultation with all of the parties affected by the Report.

Don Jamieson, the former Minister of Transport, and Jean Marchand, the present Minister, both refused to commit themselves to applying the Report until terms are worked out. In an address to the 36th joint conference of the Dominion Marine Association and the Lake Carriers' Association, Marchand specifically spoke of the Atlantic Premiers as persons with whom he would discuss the issue "at the first opportunity."

Meanwhile, the parties who support the proposals are growing impatient for their implementation. The CLC's Maritime Advisory Committee has distributed a questionnaire to all Members of Parliament asking their position on the Darling Report. Lobbying is also being done in Ottawa, not only by the CLC but also by such organizations as the Dominion Marine Association and the Canadian Great Lakes Carriers.

The threat from Commonwealth ships is not large at present. Darling has pointed out that a relatively small percentage of Canadian coastal shipping is now carried in Commonwealth hulls. **The danger lies in the possible escalation of Commonwealth-ship participation.** At the time of the Darling study, it stood at about 5 per cent of all coastal shipping. Since presentation of the report, Commonwealth-ship participation has risen to 13 per cent.

Predictions are that this figure will increase as shippers rush to establish "grandfather rights" on the use of Commonwealth ships—rights that will, they hope, allow them to bargain for extra time if restrictions are imposed on coasting.



Darling believes that Canada should withdraw from the Commonwealth Agreement while the effect on shippers will not be too great. He has pointed out that such a withdrawal can be made, following the terms of the Agreement, simply by notifying the other signatories of Canada's intention, one year in advance. **Delay in withdrawal, however, will allow time for Commonwealth ships to take over a large portion of Canada's coastal trade,** and any move to then terminate the Agreement will run into opposition, which will increase the longer it is put off.

In order to understand the Commonwealth Agreement and the situation that has arisen in our coasting trade, it is necessary to look at this segment of Canada's maritime history, as well as recent developments in the industry.

In 1957 a Royal Commission on the Coasting Trade (the Spence Commission) recommended that the Canadian coastal shipping trade be left open to competition from Commonwealth ships, and that coasting permits for foreign-flag ships remain easily obtainable. It was thought that these proposals would guarantee good shipping service to Canada and keep freight rates competitive (LG 1957, p. 728).

The attitude of the Spence Commission was born of the view that the coasting trade should be expected to meet international competition. Furthermore, the Commission's Report appeared when the St. Lawrence Seaway was nearing completion. Hence, an assurance of stiff competition between foreign, Commonwealth and domestic shipping interests was thought to be best guaranteed by retention of the British Commonwealth Merchant Shipping Agreement. The Agreement had been negotiated and signed in 1931 by Great Britain, the Irish Free State, South Africa, Newfoundland, Canada, Australia and New Zealand. Its intent was to give reciprocal coastal trading rights to ships of all signatory nations, so that such ships would not be subject to duty under the Commonwealth Agreement except if they were non-Commonwealth built.

Historically, the Agreement stems from the time when all Commonwealth ships were defined as British ships—Canadian ships included. After a marine flag was provided for Canadian ships, British ships continued to serve in trade between ports of the Atlantic Provinces. But later, problems began to crop up. After World War II, Canadian seamen rapidly became among the highest paid in the world. Canadian shipping laws also came to be among the most stringent, and the costs of registration and operation for Canadian ships escalated.

Ships of other Commonwealth nations are not subject to the laws and regulations of the Canada Shipping Act, even while operating in Canadian waters between Canadian ports. Rather, their presence is accepted, provided that they comply with the laws of their country of registration. For most ships, this means lower costs, because their homeland does not require them to pay into the equivalent of Canada's unemployment insurance, pension funds, or workmen's compensation.

Upkeep costs also are lower on foreign vessels because the laws of their countries of registry are not as tight as those controlling Canadian ships. Moreover, because these countries have lower standards of living than Canada, the wages paid to their seamen are not as high as those Canadian shippers are required to pay. **All these costs that Commonwealth shippers can evade are forced on Canadian operators by law, and the Canadians then must compete for contracts with the Commonwealth interests on an open-bid basis.** The other countries bound by the Commonwealth Agreement—Australia, New Zealand and Britain—don't have the same problem.

Britain has a completely open-door policy on her coastal trade, provided for in her coasting laws and in the British Commonwealth Merchant Shipping Agreement. These allow ships of all nations to participate in her coastal trade, no real preference being given to Commonwealth ships. Britain thus enjoys the services provided by foreign vessels without suffering any competitive disadvantage.

Australia's interpretation of the Commonwealth Agreement differs radically from Canada's. Australian ships are licensed to operate in the coastal trade for periods no longer than three years, after which new licenses must be applied for. Coasting permits may be granted to unlicensed ships when no licensed ship is available for service, and British ships are given preference over foreign ships in such cases.

Australia's interpretation departs from both Canadian and British practice in the conditions of employment with which all ships must comply. During the time any Commonwealth or foreign vessel is engaged in the Australian coastal trade, her crew must be paid at Australian wage levels. The crew must also be the same number as serve on Australian ships, and the same accommodation must be available to the crew. This protects Australian shipowners from the low-cost competition of other Commonwealth or foreign countries.

New Zealand's interpretation is similar to that of Australia, the only difference being that ships engaged for long periods of time in her coastal trade are required to hire New Zealand nationals as crewmen. An example cited in the brief presented by the Seafarers' International Union to the Darling Committee revealed that, during World War II, New Zealand replaced the entire crews of two British merchantmen after it was found that they would be in the coastal trade for longer than six months. **This provision ensures that New Zealand seamen will profit by the employment produced in trade between two of her ports.**

Many observers of the Canadian shipping scene believe that, because of our higher labour and operating costs, we must be protected from low-cost outside competition. Otherwise, they argue, the threat of foreign competition will continue to create uncer-

tainty in the industry. They claim that this uncertainty could prevent investors from committing themselves to building ships to meet our future needs when there is a possibility that they might stand idle while foreign ships take the cargoes our ships were built to carry.

Both New Zealand and Australia have safeguarded themselves against this problem by forcing foreign-flag ships, including those of Commonwealth registry, to meet the same costs, standards, and conditions that their own ships must meet. In this way, these countries protect their domestic shipowners while complying with their interpretation of the Commonwealth Agreement clause that "all ships registered in the British Commonwealth (be treated) in exactly the same manner as ships registered in that Part."

Such has not been the case in Canada, and the Darling Report notes: "Regardless of the ownership of the vessel, if it is under a Commonwealth flag it will escape the essentials of Canadian jurisdiction while in the coasting trade. Canada has refrained from exercising jurisdiction over other than Canadian ships in the interests of international comity."

This, the Report states, allows "foreign investment to take advantage of the economic opportunities offered, but at the same time, to escape the full obligations of a Canadian-based enterprise."

A second reason for Darling's proposal that Canada withdraw from the Agreement is that the Commonwealth has grown in size, certainly since 1931 when the Agreement was signed—and even more since the Spence Commission turned in its report in 1957. The advantages of the Commonwealth Shipping Agreement have been extended to new nations, many of which have no use or need for the right to trade customs-free in Canadian coastal waters. Nevertheless, their flag is available as a flag of convenience for shipping companies to take advantage of Canada's open interpretation of the Commonwealth Agreement.

Ships owned by Greek, American, Dutch, or other interests may, after easily obtaining Commonwealth registry in one of these new countries, take part in Canadian coastal trade. Such flag-of-convenience Commonwealth countries include Cyprus, Bermuda, Nigeria and the Bahamas.

The lax registry rules in some countries make it possible for ships under their flags to be at the lowest standards of seaworthiness. Their crews may be poorly paid and subject to few protective laws. **One Canadian labour union official calls these ships "floating sweatshops."** Safety and navigational equipment on them may be of only the most rudimentary sort, making them floating hazards in the shipping lanes of Canada. **One such example was the "Arrow," a Liberian-registry oil tanker that sank in Chedabucto Bay off the coast of Nova Scotia in the spring of 1970.** The ship's hull was in an advanced state of corrosion. She was not equipped with long-range navigational equipment, and her radar was not working correctly. Her gyro compass had been inoperative three times in the month preceding the accident. Lastly, the captain was using the "St. Lawrence Pilot," a navigational publication three years out of date.

Having such an unseaworthy ship operating in Canadian coastal waters was to cost the country dear. The "Arrow" struck a well-known hazardous rock on a clear day and in calm seas. Because of her rusted condition, she broke in half and sank, spilling about two million gallons of thick bunker oil over the bay and the surrounding beaches.

Even more deplorable is the fact that the "Arrow," despite her condition, would have entered Canada's coasting trade in the summer of 1970 had she not been involved in the accident. She was scheduled to undergo a change of registry to a Commonwealth nation and her Greek owners were planning to use her in trade that would have put her on the St. Lawrence Seaway.

Opponents of the Commonwealth Agreement point out that there was no provision in the document itself to extend its rights to new members of the Commonwealth as they came into existence. As the Seafarers' brief to the Darling Committee states, "It should be noted that the Agreement was not signed by Britain on behalf of its possessions or its colonies. It was signed instead by Britain for the United Kingdom of Great Britain and Northern Ireland, and that is all. Despite this, the Justice Department has assented to such strange flags as those of Nigeria, Cyprus, Singapore, Barbados, Guyana and Bermuda being given free license to undercut Canadian ships in the Canadian coasting trade."

This raises the question as to whether Canada has not exceeded her obligations to the Agreement in granting free access to the coasting trade for new Commonwealth countries.

Lastly, the Darling Report recommends that Canada withdraw from the Commonwealth Agreement because she derives no benefit from it. There are virtually no Canadian-registry ships engaged in foreign trade. The extension of reciprocal trading rights in the coastal waters of other Commonwealth countries is, therefore, of negligible value to Canada. Her withdrawal from the Agreement would prevent ships of other Commonwealth countries from taking part in Canadian coastal trade, but would be no real loss to Canada because few, if any, Canadian ships are involved in the coastal trade of other Commonwealth members.

The restriction of trade to Canadian-registry ships is not an entirely new idea. In 1965, ignoring the recommendations of the Spence Commission, the Canadian Government restricted trade within the St. Law-

rence-Great Lakes basin up to Anticosti Island to ships of Canadian registry. This step was taken to protect against Commonwealth ships encroaching on trade within the St. Lawrence-Great Lakes system.

It was protested in several quarters that such restriction of the trade in this area would cause a drop in competition and a rise in freight rates, but data submitted in briefs to the Darling Committee have shown this not to have been the case. Freight rates on the Seaway have, in fact, dropped since 1965. This is attributable to the high competition among Canadian shipping companies, plus new innovations in shipping that have made possible the more efficient transport of goods.

But closure of the St. Lawrence-Great Lakes system only prevented Commonwealth ships from participating in trade between two Canadian ports within the boundaries formed by the Lakehead and Anticosti Island. Commonwealth ships remained free to carry cargoes from any point within the Seaway to Canadian ports outside the Anticosti Island limit. Such ports included all points in the Maritimes, Newfoundland, eastern Québec and Labrador.

These are the areas most greatly affected by the Commonwealth Agreement. The west coast of Canada is serviced mainly by the Canadian towboat fleet—a fleet of tugboats hauling barges loaded with industrial products between neighbouring centres along the coast. But the Atlantic Provinces require the service of ships because of the distances travelled and the rough seas often encountered. **It is, then, in the Atlantic region that the greatest interest is being shown for Darling's proposed withdrawal of coasting privileges for Commonwealth ships.**

The Atlantic Provinces Transportation Commission submitted a brief to the Water Transport Committee of the Canadian Transport Commission arguing against suspension of the coasting rights of Commonwealth ships because they provide the low-cost transportation essential "if the Atlantic Provinces are to develop their resources."

Commonwealth ships, the brief continues, "have traditionally played an important role in the provision of low-cost water transport, both from the viewpoint



of availability of service and cost of service. The Atlantic Provinces must be able to continue to utilize such low-cost means of transportation."

In addition to holding down water transport costs, the Atlantic Provinces argue that Commonwealth ships have played an important part in holding rail and truck rates down by providing an alternative transport. Their brief expressed the hope that these ships would, in future, "help offset, wherever possible, the effects of almost certain increases in rail and truck rates."

Nova Scotia's individual submission to the Water Transport Committee went even further by postulating that "there might be some advantage on economic grounds in opening the trade to vessels of foreign registry as well as British Commonwealth."

Darling attacked this argument in an article published by the **Financial Times**. "A major confusion has been injected," he said, "by the inference that Commonwealth competition affects not just the water rates on certain bulk commodities, but also the general level of freight rates on rail and truck traffic throughout the Atlantic Provinces. This is wholly unfounded.

"Actually, the geographical areas, the industries, and the number of commodities whose freight rates could possibly be affected are limited. Commercial coastal shipping has long been confined to bulk commodities that can be offered and accepted in

shipload lots. Such carriers are not in any sense competing with or affecting the general merchandise traffic of the area."

Darling went on to say that federal subsidization of ferries and shipping services had already wiped out water competition in those areas, and that the effect of Commonwealth ships in Canadian coastal trade was restricted to about eight bulk movements that account for more than 90 per cent of the susceptible traffic: grain from Thunder Bay to Halifax; iron ore from Sept Isles to Sydney; salt from Pugwash, Nova Scotia; gypsum from Newfoundland and Cape Breton to Montreal and Hamilton; cement from Corner Brook, Newfoundland; pulpwood to Corner Brook; chemicals from Long Harbour, Newfoundland; and petroleum products from refineries for distribution to local and large industrial consumers in the Atlantic region.

Freight rates by rail, truck and air transport would not be affected by the elimination of Commonwealth ships from these routes, Darling claims. Most of the routes listed have no competing rail or truck routes that would be affected by changes in water freight rates.

He added that carrying contracts on these bulk cargoes are negotiated and agreed upon far in advance, and that shippers usually sign contracts with Canadian shipowners for transport of the bulk of their tonnages. His **Financial Times** article continued: "A traffic manager having hundreds of thousands of tons to be moved over a season, and a shipowner having a large fleet to keep employed, both find it to their advantage to arrange the carriage in advance, sometimes several years ahead of time. Neither can afford to gamble on the chance of finding an unemployed ship, or a hard-pressed skipper, respectively, in mid-season."

Darling differentiated between long-range and casual competition by Commonwealth ships. There have been cases in which foreign ships have been allowed to compete on a long-term period with Canadian ships. He cites the example of the "Pampero," a Cypriot ship that carried between 40 and 50 per cent of the grain traffic between Thunder Bay and Halifax during 1972.

The "Pampero" was in direct competition with Upper Lakes Shipping's "Wheat King" for the entire 1972 shipping season. During that time, it operated with-





but a Canadian crew and did not pay duty or taxes to Canada. According to L. J. McLaughlin, President of the Seafarers' International Union, a check on the crew of the "Pampero" showed that none of her officers were qualified under Department of Transport standards. McLaughlin claimed that, because the certificates were written in Greek script, the documents of qualification had been given only a perfunctory examination.

Protests led by McLaughlin against the Canadian Wheat Board's use of Commonwealth ships like the "Pampero" were largely responsible for creation of the Darling Committee of Inquiry. Since release of the report, McLaughlin has been one of its strongest proponents. He asserts that the Commonwealth Merchant Shipping Agreement's "equal treatment" clause has not been properly interpreted by Canada. The clause, he says, was never intended to give Commonwealth ships the advantage that they currently enjoy over Canadian ships.

The SIU's submission to the Darling Committee claims that application of the Commonwealth Agreement affects several federal portfolios including Labour, Manpower and Immigration, National Revenue, Industry, Trade and Commerce, and the Privy Council. The brief notes that, in 1931, responsibility for the Commonwealth Agreement was given to the Department of Marine and Fisheries instead of being distributed among each of these departments. After Transport became a separate department, it took full responsibility for the terms of the Agreement.

"It is, of course, perfectly evident," the brief continues, "that the Minister of Transport cannot stick his nose into such matters as immigration regulations,



income tax, fair labour standards, medicare, Canadian pensions, and the many other areas with which Canadian shipowners have to contend."

The SIU places major blame for the alleged misinterpretation on the Department of Justice, because that agency is responsible for Law and Treaty interpretations, as well as seeing to their enforcement by the proper portfolios. The brief mentions one case concerning a Commonwealth-registry ship that was

presented to the Justice Department on referral from the Canada Labour Relations Board. The case involved the organization of crews on three British-flag vessels owned by West River Ore Transports. The Justice Department ruled that the Canada Labour Relations Board had jurisdiction in the matter but declined to exercise it on the grounds of comity, or international courtesy.

The SIU cites this action as a negligent application of the Commonwealth Shipping Agreement. Because it refused to rule on an incident that occurred within Canadian jurisdiction, the SIU argues, the Justice Department failed to exercise on a foreign ship those powers it would have employed if the ship had been of Canadian registry.

Besides Canadian withdrawal from the Commonwealth Agreement, there are a number of provisions in the Darling Report that would make competition more difficult for both Commonwealth and other foreign ships. An increase in the customs duty of from 1/120 to 1/60 of the value of the ship per month would cover all non-Canadian ships and make them less competitive in Canadian trade. Tightening up the issuance of permits when suitable Canadian ships are not available, and increasing duty would help offset the cost advantage possessed by some Commonwealth ships.

Winter navigation has become an important factor in Canadian shipping as efforts are made to lengthen the season in the Seaway and Arctic areas. Insurance rates are currently set by international insurance interests, such as Lloyd's of London, and are totally outside the control of Canada. These insurers have set high rates and premiums on ice-filled shipping lanes—premiums that have greatly increased operating costs for ships operating in those regions. The Darling Report recommends that, failing a suitable understanding with marine operators, a government financed or supported scheme should be considered to lower those costs.

Insurance isn't the only issue vital to Canada's northern shipping. The terms of the Darling Report are of great importance in the mining of Canada's offshore minerals; and with the discovery of oil off the coast of Alaska and the upcoming development of iron ore resources on Baffin Island, there is an increased demand for ships capable of operating for longer seasons in icy northern conditions.

Development of a Canadian shipping policy is an urgent necessity, Darling claims, because of the possible effects of pollution on our delicate northern ecology. An oil spill like that involving the "Arrow" would have a disastrous effect in the North, where the cold can prevent oil from decomposing. The danger is increasing, because Commonwealth ships are free to compete in Arctic trade, he notes. These ships are often older vessels in poor condition and are therefore more susceptible to a pollution-causing accident than are ships operating under strict Canadian regulations.

Aside from the pollution danger, there is an economic advantage to requiring the use of Canadian-registry ships. Bob Cook, Chairman of the Marine Advisory Committee and Executive-President of the Canadian Merchant Service Guild, estimates that 100,000 jobs would be created in the Canadian North by such a restriction. These jobs, created in support industries as well as on the ships themselves, would directly benefit the economy by giving Canadians jobs that arise from the exploitation of Canada's resources.

At present, Cook charges, this is not being done. He cites the development of Baffin Island's iron ore deposits as an example of what is happening to Canadian resources. Canada has been negotiating to sell Germany the ore and then have it transported in German ships to German smelters for processing.

Cook insists that the Canadian Government is letting down the people of Canada by not stipulating that the ore be carried in Canadian ships. Future trade agreements should stipulate Canadian participation in transport of products, he says, pointing out that trading nations like Japan and the U.S. often require that terms be written into trade pacts to ensure that their ships and other industries benefit from some of the business resulting from such trade.

He calls attention to a proposal in the Darling Report recommending that Canadian shipping be ensured participation in any exploration or exploitation of our country's resources. Cook claims that it is Canada's policy to treat shipping as a service rather than as an industry, and that the transport of goods at the cheapest rate seems to be the aim of the Government. **His belief is that the Government should treat shipping as the important industry that it is, and rec-**

ognize that protection of Canadian shipping provides jobs for Canadians.

Cook agrees that many parties—including Darling, the Dominion Marine Association, and other maritime labour unions—believe in the possibility of Canada's becoming a viable maritime power. Because it is one of the world's major trading nations, Canada needs a shipping fleet over which she has some control, and the best way to acquire one is to foster the growth of a merchant marine under Canadian registry.

Cook and the others say that the first step in building a fleet to carry trade abroad is to get Canada's own house in order. This can be done by giving Canadian





ships preference in our coastal trade. **"Elimination of the unfair competitive edge now given to Commonwealth ships will enable Canadian shipowners and builders to plan for the markets that will open up to our coastal trade,"** according to Cook.

This increased security would encourage Canadian shipowners to order more ships from Canadian shipbuilders, who are world leaders in some of the type of ships that would be needed—namely, self-unloaders, reinforced-hull vessels, and icebreakers.

As the recent Robertson report on shipbuilding pointed out, Canadian shipbuilders can be very competitive in such specialized markets as these. A surge of business in this area would bring employment and

prosperity back to the industry, and remove the federal subsidies upon which they have been forced to rely in recent years. **The imminent boom in the demand for ships, increased security for Canadian shipowners, and the revitalization of the shipbuilding industry could eventually put Canada in a position to develop a deep-sea merchant marine.**

The end result, of course, would be a healthy, expanding shipping industry that would employ many Canadians and keep in the country the money accrued from subsequent development of our rich, natural resources and the accompanying growth of secondary industry. This is the future as viewed by Canadian unions in general, and supporters of the Darling Report in particular.

MAJOR RECOMMENDATIONS

The recommendations of the Darling Report were as follows:

■ Canada should withdraw from the British Commonwealth Merchant Shipping Agreement and restrict coastal trade to Canadian-registry ships only.

■ The provisions restricting the coasting trade to Canadian-flag vessels should be extended to cover dredging, salvaging, and seismographic ships, and to

those vessels engaged in the supply and support of offshore drilling (excluding drilling platforms or rigs, unless self-propelled).

■ The laws on coasting trade and other marine activities should be extended to include the Canadian Continental Shelf, but only in connection with the exploration and exploitation of resources of the seabed and subsoil (again excluding drilling platforms or rigs, unless self-propelled).

■ The agency responsible for shipping policy should be empowered to issue permits enabling non-Canadian-flag vessels to participate in the coasting trade or other marine activity in cases where Canadian vessels are either unavailable, insufficient, or inadequate for the purpose. A foreign vessel would have to obtain such a permit before applying to customs for a coasting license.

■ The policy of issuing permits should be directed, as much as possible and practicable, toward replacing foreign vessels by Canadian vessels in the Canadian coasting trade and other marine activities. (The terms "Canadian-flag vessels" and "Canadian vessels" refer to vessels registered in Canada under the terms of the Canada Shipping Act.)

■ The governments of Canada and the United States should jointly arrange to ease the restrictions and contradictions in the present laws of both countries as these apply to towing operations between the Great Lakes and the Atlantic Ocean.

■ The customs duties payable by all foreign vessels entering Canada under temporary permits should be remitted at the rate of 1/60 of the value of the hull per month, rather than the present 1/120 per month.

■ There should be close liaison between the Shipping Policy Authority and the Customs Branch concerning any proposed changes in the regulations and practices they apply to coastal shipping.

■ A consistent Policy should be developed by the Shipping Policy Authority and the Departments of National Revenue and Manpower and Immigration with respect to the issuance of shipping permits for foreign-flag vessels, and to the regulations of the latter two departments as they affect operations conducted under permit.

■ The granting of rights of exploration and exploitation of resources in the Territories, the Arctic Islands, or the offshore areas should, where relevant and feasible, be subject to conditions on the extent of use of Canadian shipping. In other words, shipping policy should be an integral part of any strategy of resource development.

■ Government assistance to new industries in the form of grants and loans, or the construction of wharves and other marine structures, should also, where relevant and feasible, be subject to conditions on the extent of use of Canadian shipping.

■ To ensure reasonable rates and dates of application for navigation in the winter season or in ice-infested waters, the feasibility of a government-guaranteed or government-operated marine insurance scheme for Canadian-flag vessels should be investigated.

■ To enable Canada's seismographic and oceanographic ships to compete with foreign vessels on a more equitable basis, the Canada Steamship Inspection rules should be amended to remove these ships from the category of "passenger ships."

■ Future policies concerning railways should take into account the effects such policies may have on competing means of transportation, particularly shipping.

■ To eliminate conditions potentially prejudicial to Canadian shipping in the movement of Yukon traffic through the port of Skagway, Alaska, the Yukon's outlet to the sea, Canada should endeavor to create a special status for Skagway, or special regulations for the movement of Canadian traffic through the port.

HISTORY AND STRUCTURE OF THE LABOUR MOVEMENT IN CANADA

PART 2: STRUCTURE

BY FRANCIS J. McKENDY

I dealt in my first article (LG, March, p. 146) with the historical development of the union movement in Canada—mainly in terms of the broadest form of labour organization: the central labour bodies such as the CLC, the CNTU and similar union organizations that have played a part in the evolution of the movement.

These central labour bodies are really "organizations of unions" rather than unions, in the sense that they do not normally perform union functions such as collective bargaining per se. They are concerned with co-ordinating, at the national level, the activities of their affiliated unions, including the relations between the labour movement and government, and

the establishment of relations with organized workers on an international (in this case meaning worldwide) scale. Their policies are developed in open conventions held every two years. Each year, they present briefs to the federal Government in which they state their organizations' positions on a wide range of economic, social and political issues as well as national and international affairs. They deal with such topics as labour legislation, human rights, housing and trade policy.

Although the CLC is regarded as a counterpart of the AFL-CIO in the U.S., and although most international unions operating in Canada are affiliated with the centrals in both countries, the CLC is really an autonomous national labour centre; in fact, it frequently differs

substantially from its U.S. counterpart on international and other issues. The CNTU, of course, by its very makeup as an indigenous movement, is also an autonomous centre, with its member organizations operating almost exclusively in Québec.

The basic unit of labour organization in a particular locality is the "local"—sometimes called lodge, branch, or, in the case of CNTU affiliates, the "syndicat." Locals, or their equivalents, have their own constitutions, and the members pay dues to and participate in the affairs of the local, including the election of officers, financial and business affairs, and the relations between local and employer.

Local unions normally have a good deal of autonomy, and, in the Canadian industrial relations system, most collective bargaining takes place between the local and

he employer of its members. There are certain exceptions to his practice in which bargaining is conducted on a national or regional scale, and in some cases by combinations of unions or locals and associations representing employers.)

Locals may vary in size, depending on the type of union to which they belong and the size of the establishments in which their members are employed. They may be of three types: a local of a national or international union; one chartered directly by a central labour body; or an independent association not connected with any other labour organization. The equivalent of the local in the CNTU is the "syndicat," normally identified by including in its name the industry and locality in which it operates. The locals of most national and international unions outside the CNTU are identified by the name of the union to which they belong and by a local number.

The union is the unit of a labour organization that organizes and charters locals in the industries and trades as defined in its constitution, sets general policies for its locals, assists them in the conduct of their affairs, and co-ordinates their activities. It is financed by locals through per capita dues and assessments. Unions hold regular conventions for delegates from their locals, at which general policies are set and officers elected.

The equivalent of a union in the CNTU organization is the "fédération." Federations are organized primarily along industry lines, and in 1971 they were 12 in number.

Among the substructures of union organization are district councils—organizations of locals of a union in a particular area, formed to co-ordinate the activities and administer to the needs of those locals. District councils may hold meetings of delegates from each member local to deal with matters of mutual interest and to elect district officers. They are also known as "joint boards" or "conference boards."

Another part of the substructure, most frequently found among unions organized along craft lines, is the Allied Trades Federation. It

is an organization of unions or of locals in a particular area in the same industry, co-ordinating the activities of the members and dealing with jurisdictional questions. Policies are established and officers are elected at meetings attended by delegates from member organizations. Trades federations may be also known as union councils, union federations or joint councils; they are most frequently found in industries organized along craft lines.

Another part of the substructure is the local labour council. These are organizations formed by a labour



central at the city level and they function in the same manner as a provincial federation, but within the scope of a city. They are financed through per capita taxes on affiliates.

This brings us to the level of the central labour bodies or congresses, which, as mentioned, are national co-ordinating bodies that speak for the labour movement as a whole.

The CLC, being a national organization, has a provincial federation in each province. Provincial federations are made up of member unions of the Congress in each province. They act, in the provinces, similarly to the way the CLC acts on a national basis, presenting briefs to the provincial governments and co-ordinating the activities of member locals. Provincial federations do not, however, charter locals. All locals of CLC unions in the provinces are urged to affiliate with provincial federations, but it is not mandatory. Provincial federations of labour are financed by per capita fees from their member locals, and, as with other substructures, are entitled to send delegates to the Congress's conventions.

In the Confederation of National Trade Unions, whose operation is almost entirely in Québec, there are regional councils. These might be considered as equivalent, on a geographic basis, to the provincial federations of the CLC.

The supreme governing body of both congresses is the Convention, held at two-year intervals. In the CLC, the governing body between conventions is the Executive Council, comprising the president, secretary-treasurer, two

executive vice-presidents, six general vice-presidents, and nine vice-presidents-at-large. The Executive Council meets at least four times a year. The Confederal Bureau of the CNTU has a function similar to that of the CLC's Executive Council.

In the Confederation of National Trade Unions, the governing body between confederations is the Confederal Council, comprised of the general president, the general secretary, the general treasurer, the general vice-president, the general director of services, one representative of each federation, eight representatives of central councils, and one representative of staff members of the Confederation. This body also meets at least four times a year.

In the CLC, the Executive Committee, comprising the president, the secretary-treasurer, two executive vice-presidents, and the general vice-president are responsible for the administration of the affairs and activities of the Congress, meeting at least six times a year for this purpose.

The CLC is affiliated with the International Confederation of Free Trade Unions, an international body composed of 121 affiliates in 94 countries in North, Central and South America, Europe, Asia, the Middle East, Africa and Australia. Canada has two members on the Executive Board, and the total membership of the ICFTU is 48,000,000.

The Confederation of National Trade Unions speaks internationally through affiliation with the World Confederation of Labour, which has 81 affiliates in 72 countries in the Americas, Europe and Africa. The total membership of the World Confederation of Labour is 15,000,000. The CNTU is usually represented on the executive of this organization by its president.

The structure of the Canadian labour movement as an operating concern is somewhat complex. **Eighty-five per cent of all Canadian union members are in organizations affiliated with either of the two principal labour congresses, the CLC or the CNTU.** Between these two Congresses there has been much rivalry, arising out of jurisdictional matters and general philosophy. The CNTU has always been opposed to international unionism as espoused by the CLC and its predecessors, although the reason for this opposition has undergone some changes throughout the years of the CNTU's existence. The CNTU has been less concerned than the CLC about such matters as raiding, believing that inter-union competition is a desirable thing because it gives dissatisfied workers a choice. The CNTU has also believed in a more tightly controlled type of confederation, in contrast to the more loosely-knit character of the CLC.

Despite their differences, there have been occasions when the Québec Federation of Labour, the Québec wing of the CLC, and the CNTU have co-operated in pursuit of mutually desired government action. A recent example of this was the "common front," made up of CNTU and QFL affiliates and the Québec Teachers' Corporation, together representing 210,000 government employees seeking better conditions for hospital



workers, civil servants, teachers, and hydro and liquor board employees, and taking joint strike action in support of their demands.

Following this strike action in April and May 1972, a rift occurred in the CNTU over the issue of political action. A breakaway of the more conservative elements under the leadership of the so-called "three Ds" (Dion, Dalpé and Daigle, all former officials in the CNTU) followed, and a new federation, the *Confédération des syndicats démocratiques* was formed on a platform of independence from party politics. This

new organization has been recruiting membership from erstwhile affiliates of the CNTU and, as of October 1972, was reported in the press as having more than 30,000 members.

There are some who interpret the joint action by the Québec Federation of Labour and the other two Québec-based organizations as indicative of a possible restructuring of the Québec labour movement, which might, it is suggested, be composed of like thinking organizations and officials of the

Québec Federation of Labour and the more militant wing of the Confederation of National Trade Unions on the one hand, and the more conservative elements, including the CSD, on the other.

In any discussion of the structure of unions in Canada, the very size of that part of the labour movement that is international, and the diverse relationships that result



from this fact, make the international aspect of union structure the most interesting and unique feature of our union movement.

There are 99 international unions in Canada whose membership is deployed among 5,000 local unions; this is about half the total number of locals in the country. Many people are inclined to regard the Canadian labour movement as merely a part of the U.S. movement. In support of this thesis, they cite the fact that Canadian locals operate under the same union constitutions, are represented at international conventions on the same basis as Ameri-

can locals, pay the same per capita dues to international headquarters, and are entitled to the same strike pay and other benefits for their members as American locals.

There are, of course, differences among international unions in policies respecting such matters as strike and contract authorization. **In collective bargaining matters, however, Canadian locals or sections of the internationals enjoy a large degree of autonomy,** particularly in those unions formerly in the CIO before the 1955 merger, and in construction unions formerly affiliated with the American Federation of Labor. Most international unions with locals in Can-

ada have Canadian representatives—either vice-presidents or board members—on their executives.

There are many differences in the de facto relationships between Canadian locals belonging to internationals and United States locals of the same union. Canada is a sovereign power, with a different form of government and different industrial relations legislation, but with largely similar economic problems. The Canadian Labour Congress, however, is a separate and autonomous Canadian central labour body.

Most executives of international unions recognize these political and legal differences and acknowledge that Canadian problems can best be handled by Canadian officers. This is reflected in the sometimes greater degree of autonomy and control enjoyed by the Canadian sections of internationals in Canada than is the case with their counterparts in the U.S. The Canadian sections of a good many internationals are organized as separate Canadian districts. This is especially true of the internationals with large Canadian memberships. (A good example is the Steelworkers; and, even in a declining union like the United Mine Workers, there have been for many years two separate districts in Canada, one in the East and one in the West.)

The trend toward separate Canadian districts is likely to continue as a result of the guidelines put forward by the Task Force on Labour Relations and subsequent declarations by the CLC.

The Eleventh Report of the Standing Committee on External Affairs and National Defence Respecting Canada-United States Relations noted, with pleasure, the resolution of the CLC, at its Edmonton convention in 1970, dealing with minimum standards of self-government for Canadian sections of international unions. The Committee, recognizing the wide diversity in international union constitutions, outlined several objectives as desirable.

They are as follows: (1) Canadian members and locals of international unions should be recognized as the Canadian section of the international. (2) The Canadian section of the international union should have the machinery and the authority to deal with all matters of concern to the Canadian members and locals. As a

general principle, international headquarters should not put a Canadian local under trusteeship without the advice of the Canadian headquarters. (3) In particular, Canadian members and locals of international unions should have complete authority with regard to their collective bargaining program, to the settlement of disputes, and to the conclusion of collective agreements, which should not require approval in the United States. (4) Canadian officers of international unions should be elected by Canadians, either by delegates at conventions or by the Canadian membership. (5) As far as is possible, machinery should be provided so that control over expenditures and staff in Canada rests with the Canadian section and its officers. Financial statements in reasonable detail, giving members a clear view of the financial operations of the union, should be made available to all members. (6) Generally, all steps should be taken to give Canadian sections of international unions full authority to deal with all matters, whether they are concerned with the internal administration of the Canadian locals, or with general social and economic policy, or with collective bargaining without any control from the outside.

The indications are that unions in Canada are here to stay for a long while and will continue to play a significant part in the economic affairs of our country. The structure of the union movement will depend to a large extent on the kind of political, economic and legislative environment in which it

will have to operate. It is generally conceded that a free union movement is an essential part of a democratic society; and free collective bargaining is, on the whole, a sound system of allocating the output of our resources and efforts.

It is fair to speculate that unions will become larger; mergers are being encouraged within the movement so that unions will be in a better position to provide the kind of services demanded by their members in a modern industrial society. The problem of international unionism in Canada, if indeed it is a problem, is likely to be left to the unions themselves to solve. Workers are generally pragmatic and they will, given the choice, join the union that serves them best.

Pressure to make corporations more socially conscious, whether it be in terms of industrial relations policies, environmental control or other fields, will have an effect on unions and their attitudes. And unions will, I believe, be responsive to initiatives—wherever they originate—to promote the common good of all Canadian citizens as well as the citizens of other parts of the world that are less fortunate, economically, than we are.

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PRICE INDEXES

CONSUMER, DECEMBER

The consumer price index (1961=100) increased 0.7 per cent to 143.3 in December from 142.3 in November, an increase identical to that occurring between these two months last year but exceeding the November to December advances of recent years. Food prices rose 1.4 per cent and the level of prices for all other items advanced 0.4 per cent because of increases of 0.5 per cent in the housing and 1.3 per cent in the tobacco and alcohol, components. The transportation index rose 0.2 per cent and the clothing, health and personal care and recreation and reading components, 0.1 per cent. Between December 1971 and December 1972, the all-items index advanced 5.1 per cent.

The food index rose 1.4 per cent to 147.1 in December from 145.1 in November, exceeding the November–December increases of recent years. In the latest month restaurant meal prices advanced 0.9 per cent. The price level of food consumed at home rose 1.4 per cent owing to higher vegetable, fruit, beef and egg prices. Other major foods, except pork, also recorded increases. Vegetable prices rose about 8.6 per cent as higher quotations were registered for all fresh and frozen items and for most canned varieties. Fruit prices advanced 1.8 per cent as increases in

some fresh, canned and frozen items were partly offset by declines in others. Compared with a year earlier, the fruit index increased nearly 9 per cent and vegetable prices rose about 4 per cent. In the latest month, the meat, fish and poultry index advanced 0.9 per cent, and was 14 per cent higher than in December a year ago. Beef prices rose 2.1 per cent, and because of higher chicken and turkey quotations the poultry index advanced 0.6 per cent. The average price of pork, which rose about 27 per cent in the past 12 months, declined 1.1 per cent between November and December, registering its first downward movement in more than a year. Between November and December, egg prices rose 11.2 per cent and are now almost 16 per cent above their level of a year ago. The bakery and cereal products index advanced 1.2 per cent as the result of higher bread prices in several Ontario cities. Other items such as corn flakes and biscuits also registered increases. Price advances were recorded for some dairy products including ice cream and evaporated milk. Powdered skim milk declined in price because of specials in Montreal, Toronto and Vancouver. Decreases were recorded also for ground coffee, peanut butter, catsup, sugar, and infants' food. Soft drinks, honey, jam, tea and instant coffee were among items registering increases. Since December 1971, honey prices have risen more than 41 per cent and the price of sugar more than 24 per cent. The food index advanced 8.6 per cent above its level of a year ago. The price of food consumed at home increased 8.8 per cent, and that for restaurant meals 7.0 per cent.

The housing index advanced 0.5 per cent to 146.8 in December from 146.1 in November because of a 0.7 per cent increase in the shelter component, attributable to a 1.1 per cent increase in the home-ownership element. Rents

increased 0.2 per cent. In the household operation component there was no change. The furniture index declined 0.2 per cent as various price reductions for bedroom suites and kitchen sets outweighed some increases for living room and dinette suites. Most appliance prices were unchanged as lower quotations for electric stoves, vacuum cleaners and sewing machines outweighed increases for other items, including refrigerators. Higher prices for carpets and hard surface floor covering were responsible for an increase of 1.0 per cent in the floor covering index. The household textiles component was unchanged as lower prices for curtains offset increases for woollen blankets and towels. Higher quotations were recorded for dishes, toilet paper and food-wrap but prices of several cleaning supplies were lower. The housing index was 5.0 per cent above its December 1971 level.

The clothing index rose 0.1 per cent to 135.1 in December from 134.9 in November. The clothing services component advanced 1.1 per cent as higher charges were registered for laundry, dry cleaning and shoe repairs. The women's wear index advanced 0.2 per cent as higher prices for hosiery, woollen dresses, sweaters and nightgowns outweighed the effect of sales on pyjamas and winter coats. Footwear prices rose 0.3 per cent as occasional price increases for men's, women's and children's street shoes outweighed reductions (because of sales) for women's winter boots. There was a decrease of 0.2 per cent in the men's wear index and of 0.7 per cent in the children's wear component. The clothing index was 3.1 per cent above its level of December 1971.

The transportation index rose 0.2 per cent to 133.4 in December from 133.1 in November because of a 0.2 per cent increase in the automobile operation component

and a seasonal advance in the train fares index. The automobile operation rise was mainly because of price increases for new cars, chassis lubrication charges and motor oil quotations. Gasoline prices declined in several cities mainly in Quebec and Ontario. The transportation index was 1.4 per cent higher than in December 1971.

The health and personal care index rose 0.1 per cent to 151.8 in December from 151.6 in November as higher prices for men's haircuts and for toilet soap in several cities outweighed reductions for razor blades, cleansing tissues and shaving cream. The health and personal care index increased 3.9 per cent since December 1971.

The recreation and reading index advanced 0.1 per cent to 141.4 in December from 141.3 in November. The recreation component increased 0.1 per cent because of higher prices in several cities for stereo combinations and toys that more than offset small decreases for television sets. The reading index advanced 0.2 per cent as a result of higher prices for magazines. The recreation and reading index was 3.7 per cent higher than a year earlier.

The tobacco and alcohol index advanced 1.3 per cent to 134.7 in December from 133.0 in November as a result of increases in cigarette prices. There were increases also in cigarette tobacco prices, and some liquor quotations in Nova Scotia, New Brunswick and British Columbia. The tobacco and alcohol index was 3.9 per cent above its December 1971 level.

Consumer price index items, classified by commodities and services, give another view of the incidence of the change in prices. The services index rose 0.5 per cent because of higher charges for shelter services, automobile lubrication, dry cleaning, laundry and



shoe repairs. The total commodities index advanced 0.8 per cent because of the 1.4 per cent increase in food prices. Non-durable commodities, excluding food, rose 0.3 per cent as increased quotations for tobacco, liquor, footwear, magazines, toys and motor oil outweighed reductions for textiles, household cleaning supplies and gasoline. A 0.2 per cent increase in durables' prices resulted from higher prices for new cars, floor coverings, and stereo combinations outweighing lower quotations for television sets and furni-

ture. Between December 1971 and December 1972, the services component advanced 5.6 per cent and for commodities increased 4.9 per cent.

CITY CONSUMER, DECEMBER

Between November and December consumer price indexes rose in all regional cities and city-combinations, with increases ranging from 0.3 per cent in St. John's to 0.8 per cent in Toronto. Food indexes advanced in all cities as higher quotations for most beef cuts, fresh produce items, poultry,

eggs, canned fruits and vegetables outweighed lower prices for pork products, powdered skim milk, grapefruit and bananas. Housing components increased in eight cities and were unchanged in four reflecting higher rents, and higher prices for home furnishings such as bedroom suites, rug carpeting, and some appliances. The clothing and the transportation components each advanced in 10 cities—the clothing index because of higher prices for footwear and increased charges for laundry, dry cleaning, and shoe repairs, and the transportation index mainly because of higher prices for new cars, chassis lubrication and a seasonal rise in the train fares index. The tobacco and alcohol indexes rose in all cities reflecting higher prices for cigarettes, cigarette tobacco and increased liquor prices in Halifax, Saint John and Vancouver. The health and personal care, and the recreation and reading indexes, registered mixed movements.

Regional consumer price index point changes between November and December were, on the base 1961=100: Toronto +1.1 to 137.7; Ottawa +.9 to 139.1; Winnipeg +.9 to 136.8; Vancouver +.8 to 134.3; Saint John +.7 to 133.5; Halifax +.6 to 133.6; Montreal +.6 to 133.6; Saskatoon-Regina +.6 to 130.8; Edmonton-Calgary +.5 to 135.8; St. John's +.4 to 132.6; on the base 1969=100: Quebec City +.7 to 108.4; Thunder Bay +.4 to 109.5.

City indexes are not as comprehensive in price content as the Canada consumer price index and may underestimate slightly the degree of price movements occurring. In this connection, the shelter component of the city indexes moves on the basis of changes in rents only, changes in both rents and home-ownership costs are included in the Canada index. As a result of home-ownership costs having increased more rapidly than rents, the housing and all-items indexes for cities

underestimate somewhat the rates of price increase, particularly over longer periods. Plans are being made by Statistics Canada to incorporate home-ownership prices in city indexes.

WHOLESALE, DECEMBER

The general wholesale price index (1935-39=100) rose 1.7 per cent in December to 327.9 from the November index of 322.4, and was 11.0 per cent higher than the December 1971 index of 295.5. All eight major group indexes were higher. The vegetable products group component increased 5.1 per cent to 280.7 from 267.0 on higher prices for grains, sugar and its products, bakery products, fresh fruits, rubber and its products and vegetable oils. An advance of 1.7 per cent to 392.2 from 385.8 in the animal products group reflected price increases for livestock, fishery products, fresh meats and eggs. Higher prices for copper and its products and silver, were mainly responsible for a rise of 1.3 per cent to 272.3 from 268.9 in the non-ferrous metals products group index. An advance of 0.7 per cent to 464.1 from 460.7 in the wood products group reflected price increases for fir, cedar and hemlock. The iron products group moved 0.6 per cent higher to 333.6 from 331.6 on higher prices for rolling mill products, and wire. An increase of 0.5 per cent to 247.9 from 246.7 occurred in the chemical products group on higher prices for fertilizer materials and paint materials. Fractionally higher price movements were recorded in the textile products group to 283.0 from 281.9 and in the non-metallic minerals group to 235.1 from 235.0.

RETAIL PRICES IN CANADA IN 1972

Among the 75 food items most frequently bought for home consumption, only 6 declined in price during the year, a survey of retail

food prices in 1972, by Statistics Canada, shows. The largest increase was in the cost of bacon, 46.5 per cent. Margarine, one of the few items to decline in price, dropped 1.3 per cent.

The detailed survey confirms that the price index for home-consumed food advanced 8.8 per cent in 1972. The meat, fish and poultry index rose 14.7 per cent, fruit prices 8.9 per cent, and vegetables 4 per cent. All pork products showed large price increases—as much as 26 per cent for pork shoulder roast, 22 per cent for pork chops, and 17 per cent for sausage. Among other meat products hamburger increased 17 per cent, chicken 18 per cent and beef liver 15 per cent. Eggs, butter, bread and milk prices also advanced—eggs by 16 per cent, bread 8 per cent, milk 2.3 per cent, and butter 1 per cent. The cost of shortening declined. Some fresh vegetables—tomatoes, lettuce and celery—the prices of which fluctuate from month to month, cost a little less in 1972. Oranges, too, declined in price. Instant coffee advanced 6.7 per cent, ground coffee 5.5 per cent, tea 3.3 per cent, sugar 24 per cent, and honey 41 per cent.

U.S. CONSUMER, DECEMBER

The consumer price index (1967=100), unadjusted, rose 0.3 per cent in December and was 3.4 per cent above the level of December 1971. Seasonally adjusted, the index advanced 0.2 per cent in the latest month. Most of the rise in the index was because of higher prices for eggs, fresh vegetables and household services. These increases were moderated by lower prices for meats, fresh fruits and used cars. There was an increase of 0.4 per cent in the price of new cars.

LABOUR LEGISLATION IN 1972

PART 3: APPRENTICESHIP AND TRADESMEN'S QUALIFICATIONS

BY BRIEN GRAY

Legislative Research Branch

During 1972, changes were made in apprenticeship and tradesmen's qualification legislation in 7 provinces. Manitoba passed a new Apprenticeship and Tradesmen's Qualification Act which consolidates into a single statute the provisions of the Apprenticeship Act and the Tradesmen's Qualification Act. In Ontario, the Ministry of Colleges and Universities assumed responsibility for matters relating to apprenticeship and tradesmen's qualification and the Atlantic provinces moved toward a standardization of apprenticeship

course outlines. A major regulation governing the quantitative control of manpower in the construction industry was again reissued under the Quebec Construction Industry Labour Relations Act. Several provinces designated additional trades through changes in their regulations.

BRITISH COLUMBIA

In British Columbia, the trade of iron worker was designated and the scope of the joinery (benchman) trade and the floor covering trade was defined. Provision was made for voluntary certification upon submission of proof of qualifying time and the passing of the required examinations in the trades of iron-worker and joinery

and in the trade of cook (6,000 hours for ironworker and cook; 8,000 hours for joinery).

ALBERTA

The Alberta Apprenticeship Amendment Act 1972, went into force June 2, 1972. The amending Act clarifies the position of the apprentice workmen with respect to the Alberta Labour Act, which governs such matters as minimum wages, hours of work and collective bargaining. The Alberta Labour Act applies to apprentices, but the terms of a collective agreement cannot vary any term of employment established by the regulations of the Provincial Apprenticeship Board. The Board has authority to make regulations

prescribing the hours of labour and the rates of wages for apprentices, subject to the Alberta Labour Act.

Apprenticeship requirements were established for the trades of insulator and sheet metal mechanic. Similarly, provision was made for voluntary certification of electrical and instrument mechanics and in the trades of plumber and steamfitters.

In order to become an apprentice in the trade of insulator a person must be 16 years of age and must have completed grade 9 or its equivalent. The training period for this trade consists of 3 13-month periods of not less than 1,600 hours of employment (including time spent attending prescribed technical courses). Where the apprentice does not accumulate 1,600 hours in a 12-month period, the Director may authorize the advance to the next period upon the recommendation of the local advisory committee. Where a person satisfies the Board that he has had previous experience in the trade or that he has attended a technical course of a vocational school and specialized in a course or courses applicable to the trade, the Board, on the recommendation of the local advisory committee, may reduce the number or the length of apprenticeship periods.

The requirements that must be met in order to qualify as an apprentice in the trade of sheet metal mechanic were set out. The candidate must be 16 years of age and have passed the entrance examination prescribed by the Board. The training period for the trade consists of 4 periods of 1,800 hours of employment exclusive of time spent attending prescribed technical courses. As in various other trades, time credits are permitted for previous schooling or experience in the trade.

In the trades of electrical mechanic, instrument mechanic, plumber and steamfitter a person may make application for examination for a certificate of qualification upon proof of efficiency, and 4 years experience (1,800 hours per year) inclusive of time spent attending prescribed technical courses.

MANITOBA

Upon proclamation, the Manitoba Apprenticeship and Tradesmen's Qualification Act will consolidate into a single statute the provisions of the Apprenticeship Act and the Tradesmen's Qualification Act. It establishes a more unified approach to certification and apprenticeship training by abolishing several boards and committees and transferring their functions to previously existing bodies. The Director of Apprenticeship and Tradesmen's Qualifications (formerly the Director of Apprentices) will retain most of his original duties and will also assume the examination functions of the various boards of examiners which are to be abolished. The authority of the boards to issue regulations subject to the approval of the Lieutenant-Governor in Council with respect to certificates of proficiency is now transferred to the Lieutenant-Governor in Council. In order to adequately perform his various duties, the Director will be empowered to inspect the premises, equipment and training facilities of an employer and require him to produce any books and records bearing on his employees' wages, hours of labour or conditions of employment.

The Provincial Apprenticeship Board will continue to function as the Apprenticeship and Tradesmen's Qualifications Board. It has been reconstituted and given additional powers. The new Board will be composed of 9 (previously 7) members appointed to a renewable 3-year term. The Board will be given exclusive jurisdiction in 2 major areas—the determination of appeals and the composition of Trade Advisory Committees. The Board will also be entitled to recommend the passage of regulations designed to improve the training and certification of apprentices.

The new Act continues to provide for the appointment of Trade Advisory Committees for any trade or group of trades, although their composition and functions are slightly changed. The role of the Advisory Committee is to advise the Board on any matter respecting the training of apprentices or the certification of persons in a particular trade or group of trades.

Under the new Act, the Minister is empowered to name any trade as a designated trade. The provisions governing apprenticeship agreements have been modified by the new Act. Agreements must provide for at least 2 years of reasonable continuous employment, which may be reduced by up to a year if an applicant has had previous training and experience. The Act also provides for temporary permits for persons who satisfy the director that they have worked in the designated trade for a period in excess of the normal term of apprenticeship. In such cases, a certificate of qualification must be obtained within a set period of time, or the person will be prevented from working in that trade.

Under the new Act, where an apprentice participates in or is unable to work because of a law-

ful strike, he and his employer shall be deemed not to have broken his apprenticeship agreement.

Another new provision gives the Apprenticeship Board the right to hear appeals from any person affected by any decision or order of the Director of Apprenticeship. The decision of the Board is final. Appeal rights under the previous Apprenticeship Act were limited to a refusal on the part of the Director to register, terminate or transfer an apprenticeship agreement.

Persons found guilty of violating the new Act are liable to fines of between \$100 and \$500.

The regulation governing the electrical construction trade was amended to establish a ratio of 1 apprentice to 2 journeymen.

ONTARIO

In Ontario the functions of the Ministry of Labour regarding the Apprenticeship and Tradesmen's Qualification Act and the registration of trade schools will be transferred to the Ministry of Colleges and Universities.

Regulations were issued designating the trades of cement mason and of painter and decorator for apprenticeship and compulsory certification.

An applicant for training as an apprentice in the trade of cement mason must have successfully completed Ontario grade 8 or its equivalent. A person who has graduated in a course for the trade of cement mason offered in the occupational programs of a junior or special vocational school and has been recommended to the Director by the principal may be registered as an apprentice. The apprenticeship training program in this trade consists of 3 periods of related training and work experience of 2,000 hours at full-time

educational day classes at a college of applied arts and technology, in the required subjects (or equivalent), and in work experience provided by the employer.

To become registered as an apprentice in the trade of painter and decorator, the candidate must have graduated in a course for the trade of painter and decorator offered in the occupational program of a junior or special vocational school and have been recommended to the Director by the principal. The apprenticeship training program in this trade consists of 4 periods of training and instruction of 1,800 hours each at full-time educational day classes at a college of applied arts and technology (or equivalent) and practical training and instruction provided by the employer.

A regulation issued under the Operating Engineers Act sets out more stringent requirements necessary to obtain a certificate of qualification in that trade.

ATLANTIC REGION

There was a move toward standardization of apprenticeship course outlines in the Atlantic Region. Two trades, motor vehicle repair (mechanical) and electrical (construction) were selected and work proceeded toward standardization. Final agreement in regard to outlines for these 2 trades was reached before the beginning of the training year in September 1971. Atlantic Region Directors have selected 3 additional trades (heavy equipment repair, plumbing and carpentry) as those for which the standard outline will next be developed. In addition, work has commenced to standardize divisional examinations used by the Atlantic Region Departments of Labour.

NEW BRUNSWICK

In New Brunswick, 7 new railway trades were designated. Training and certification of apprentices will be monitored by officers of the Industrial Training and Certification Branch. Through agreement with the training branches of the Departments of Labour throughout the Atlantic Region, New Brunswick will issue Diplomas of Apprenticeship to all apprentices undergoing the first phases of training in Moncton. Apprentices from other provinces will complete practical training at the New Brunswick Institute of Technology and the central repair shops at Moncton.

During the year, several trades were designated as appropriate for apprenticeship and certificates of qualification. Regulations were issued for these trades, defining the scope of the trade and setting out the minimum number of years of working experience required for a certificate of qualification.

The number of years of experience required for these trades varies from 2 to 6: service station attendant—2 years; small equipment repair, and residential oil burner service and maintenance—4 years; drafting (mechanical), industrial electrical, motor vehicle repair (body), plumbing, and refrigeration and air conditioning—5 years; industrial instrumentation, and sheet metal—6 years.

Examinations for the plumbing trade consist of practical theory and code phases and shall be compiled by the Department of Labour following consultation with the Trades Advisory Committee. A total number of 195 points is required out of a possible 300 to attain a pass mark with no mark less than 50 per cent in theory, 65 per cent in the code

and 65 per cent in the practical phases. If the candidate fails any phase of examination he shall be required to be re-examined only in that phase in which he failed.

In order to qualify for a certificate of qualification in the trade of powderman, the candidate must meet the requirements of the particular category for which he is being examined (there are 7 different categories).

The 5-year validity period and the renewal requirements for a certificate of qualification have been repealed. Now, a certificate of qualification is to remain valid unless suspended or cancelled by the Board.

NOVA SCOTIA

Several new provisions were added to the Apprenticeship and Tradesmen's Qualification Act in Nova Scotia. Specific provision is made for access by the Director to the premises and the books of an employer to determine if the provisions of the Act are being followed. Further, he may, upon notice to both parties and after giving them an opportunity to be heard, cancel for cause a contract of apprenticeship. The Director may also register any person as an apprentice or grant a certificate of qualification or a Special Certificate to any person who, in his opinion, is unable, because of physical incapacity or other circumstances, to complete the prescribed course of study or training in a trade or apprentice training program. The amendment to the Act also provides that the terms of an apprenticeship agreement are to be binding on a subsequent employer where a transfer of employment is made.

QUÉBEC

Québec again reissued (effective November 1, 1972) Regulation No. 2 under the Construction Industry Labour Relations Act dealing with the quantitative control of manpower in the construction industry. The new regulation outlines the procedure and the criteria to be followed by the Construction Industry Commission for the issuing and renewal of work permits.

To be allowed to exercise a trade in the construction industry, a person must hold a qualification certificate, its equivalent or an apprenticeship booklet under the Manpower Vocational Training and Qualification Act and also obtain a work permit from the Construction Industry Commission. Under the previous regulation all employees in the construction industry, whether tradesmen or not, were required to have a work permit.

The Construction Industry Commission is empowered to fix the maximum number of new permits to be issued. In order to facilitate the determination of the number of such new permits in a period, the Commission is required to form a regional committee in each of its 15 administrative regions. Each committee is composed of 14 members: 6 union representatives, 6 management representatives and 2 appointees of the Minister.

The regional committees will draw up for the Commission general and specific recommendations respecting the issue of new work permits. For any given trade in each of the regions, the ratio of apprentices to journeymen, established by Regulation No. 1 of the Manpower Vocational Training and Qualification Act, serves as a basis for determining the initial number of work permits to be issued to employees.

Within the limits of the maximum number of permits, the Commission may issue new work permits (beginning November 1, 1972) to any employee who is available for work during the course of the standard work-day established by the construction decree and who has obtained a work guarantee from an employer registered with the Commission.

The Commission, in issuing initial work permits, is required to give priority first to persons who already hold a qualification certificate and secondly to employees already working in the industry and lastly to graduates of specialized schools.

The initial permit shall be of at least 3 months' duration and is valid until the following March 1 or September 1. Between March 1 and September 1, this initial permit is considered a 6-month permit as to the conditions for its renewal.

Provisions are made for the issuing of annual work permits. On March 1 of each year a new annual work permit is automatically issued to the holder of a work permit from the Commission who has worked in the construction industry for a

minimum of 900 hours between March 1 and December 1 of the preceding year. Similarly, a new annual work permit is issued to the holder of a work permit who worked at least 450 hours in the same period, provided he is available for work during the standard work-day established by the decree. Provision is also made for the issuing and renewal of 6-month work permits.

Further, the Commission may issue a "special" work permit for a determined period, in order to cope with exceptional and unforeseen situations. The Commission also automatically issues a 6-month work permit, renewable when needed, to the holder of a qualification certificate issued by another province under the inter-provincial standards (red seal).

If necessary, the Commission may determine, before January 1, 1974, the standards to be applied for the issuing of work permits after February 28, 1974. These standards will be approved according to the procedure laid down in the Construction Industry Labour Relations Act. Where such new standards are not established, the present regulations will continue to apply.

After February 28, 1974, a permanent work permit may be issued by the Commission to employees who work in construction in a continuous manner if, on this date, the conditions for the issuing of such a permit have been established by regulation. Any employer who lacks workers in a given region may appeal the Commission's decision or failure to make a decision to the regional director of Québec Manpower, whose decision is final and with-

out appeal. Any employee who believes his rights are prejudiced by this regulation may, after applying to the Commission, lodge an appeal with the Arbitration Council created under the Manpower Vocational Training and Qualification Act, whose decision is final and without appeal.

The Commission keeps a continuous inventory of employers and employees governed by the decree. The Commission must, on a regular basis, prepare an analysis of the data available from the continuous inventory in order to show (for each month and for each of the regions in Québec) the number of employees who have worked in the construction industry; their trade or occupation; the number of regular or overtime hours worked; and the number of employers affected. These analyses should also indicate the number of work permits issued and any other information allowing for a better knowledge of available manpower, conditions in the labour market, and the vocational and territorial mobility of employees in the construction industry.

In 1971, two regulations were issued under the Québec Manpower Vocational Training and Qualification Act that provide for compulsory apprenticeship and certificates of qualification in 28 construction trades. Persons who had been employed in these trades or specialties were required

to have their qualification certificates validated by June 1, 1972 (January 1, 1972 for electrical and pipefitting trades). The deadline was subsequently postponed to January 1, 1973. These regulations were again amended to require these persons to register at a Québec Manpower Centre and obtain an experience certificate before June 30, 1973.

The experience certificate is valid if it states the date of issue, the name, birth date, social insurance number and signature of the holder, also his trade or specialty according to the listing in the regulations or one that is exceptionally defined by the Arbitration Council.

THE NORTHWEST TERRITORIES

The Apprenticeship Training Ordinance in the Northwest Territories was amended to increase the membership of the Apprenticeship Advisory Board from 3 to 5 members.

The foregoing article is the third in a series of 6 reports describing developments in Canadian labour legislation during the year; included is legislation enacted before November 30, 1972. The remaining 3 reports will deal with labour standards, human rights and labour relations. When the series is completed, the reports will be collated and reprinted under the title: "Developments in Labour Legislation, 1972."

CHANGES IN PROVINCIAL SOCIAL ASSISTANCE LEGISLATION IN 1972

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During 1972, there were a number of important changes in provincial social assistance programs as a result of new legislation or amendments to existing acts or regulations.

Prince Edward Island completely revised its Welfare Assistance Regulations, and Quebec proclaimed in force a 1971 Act that provided for the re-organization of that province's health and social service delivery system (L.G. April 1972, p. 187). In British Columbia, two new programs providing a guaranteed minimum income of \$200 a month for the blind, the disabled and recipients of the Guaranteed Income Supplement went into force on December 1, 1972.

Rates for various items of need were also raised in a number of the provinces.

Some provinces renamed or reorganized their welfare departments to reflect new services or goals.

Some of the principal changes are summarized below.

NEWFOUNDLAND

Amendments to Newfoundland's Social Assistance Regulations raised some rates and amended some of the provisions concerning financial resources. The Department of Social Services and Rehabilitation was divided into two departments—the Department of Social Assistance, which is responsible for the social assistance program, and the Department of Recreation and Rehabilitation, which is responsible for child care, institutions, the program on aging, the program on youth, rehabilitation,

the School for the Deaf, the School for the Blind and recreation (fitness and amateur sport).

RATES OF ASSISTANCE

The \$35-a-month food allowance previously set for single adults and the first adult in a family was extended to all persons 18 years and over, effective April 1, 1972. As a result, the food allowance for families with two adults was increased by \$5 a month.

Effective April 1, 1972, the allowance for clothing and personal care for the first adult in a family was raised from \$15 to \$20 a month.

A similar change was made in the allowance for clothing and personal care for adults who are boarding and lodging, for children aged 16 and 17 years who are boarding with non-relatives, and for persons in homes for special care.

The rental allowance for families was set at \$50 a month, eliminating the \$25 differential between urban and rural areas.

A new provision permits the Regional Administrator to grant up to \$150 a month additional assistance for rent and, in exceptional cases, an amount in excess of \$150 at the discretion of and with the approval of the Deputy Minister of Social Assistance. A grant of up to \$100 a month for the payment of principal or interest on a mortgage on a home or for renovations was also authorized.

The fuel allowance for the period January to April (inclusive) was raised by \$5 to \$25 and was made payable for two additional months—November and December effective February 1, 1972.

ALLOWABLE INCOME

The amount of allowable income permitted recipients of short term assistance was increased to \$30 a month for single adults and \$60 for families of two or more. Formerly, the exemption was \$25 a month for units of one to five persons, plus \$5 for each person in excess of five up to a maximum of \$50.

PRINCE EDWARD ISLAND

A revision of Prince Edward Island's Welfare Assistance Regulations resulted in many changes in that province's social assistance program, including earnings exemptions and rates of assistance. The Department of Welfare was renamed the Department of Social Services.

EARNINGS EXEMPTIONS

New earnings exemptions designed to encourage or motivate beneficiaries towards "self-help initiatives" are provided for persons in receipt of assistance for four consecutive months or more. If a beneficiary is employed in the labour market on a competitive basis, he is allowed an exemption of 25 per cent of his basic budgetary requirements, provided it does not exceed \$25 a month for a single person, \$50 for a couple without dependants, \$75 for a person with two or more dependants, and \$100 for widowed or deserted mothers or mothers with incapacitated husbands and having four or more dependants.

RATES OF ASSISTANCE

There were changes in the allowances for items of basic need and for special needs.

The maximum monthly food allowances now vary by sex, family size, and, as before, by the age of children. The rates for a one-person unit are \$38 for an adult male and \$34 for a female. For each individual in units of two or three persons, the rates are as follows: \$35 for an adult male, \$31 for an adult female, \$35 for a girl aged 12 to 18 and \$42 for a boy aged 12 to 18 years, \$29 for a child 7 to 11 years, and \$19 for a child six years or under. The rates for each person in a family of four or more are: \$32 for an adult male, \$28 for a woman, \$32 for a girl 12 to 18 years, \$38 for a boy aged 12 to 18, \$26 for a child 7 to 11 years, and \$17 for a child six years or under.

The maximum monthly clothing allowance is now \$7 for an adult, \$9 for a girl 12 to 18 years, \$7 for a boy 12 to 18 years, and \$6 for a child 11 years or under. In addition to the monthly allowance, a

seasonal clothing allowance may be given in January, May and September, in an amount equal to four times the regular monthly allowance.

The maximum monthly allowances for personal care are now \$5 for an adult male, \$4 for a woman, \$3 for a girl 12 to 18 years, \$4 for a boy 12 to 18 years, and \$2 for a child 11 years or under.

The allowance for household supplies, which was formerly included in the allowance for personal care, is now a separate item, and varies according to family size. The amounts are \$3 for a unit of one, \$4 for two persons, and \$6 for a family of three. For larger families, the amounts range from \$9 for a family of four to \$23 for a family of 10; the maximum for units comprising more than 10 persons is \$25.

Maximum shelter allowances are no longer set. Instead, the regulations now provide that the rental allowance or the allowance to a homeowner covering taxes, mortgage payments and other payments must not exceed what, in the opinion of the Director, might reasonably be expected to be paid for accommodation of a comparable kind and quality in the same area. They further stipulate that the quality of the accommodation must not exceed the reasonable needs of the beneficiary.

As before, an allowance for fuel and utilities may be granted on the basis of actual costs, provided it does not exceed what might be expected to be paid for comparable services in the same area in the same period.

The list of items of special need has been extended and the conditions set out in considerably more detail. Before granting an allowance for any item of special need

that is expected to cost more than \$500 in any benefit year, the Director must obtain the approval of the Minister of Social Services.

An allowance of \$25 a month may be given a handicapped person to pay for tasks he is unable to perform. Assistance for laundry service may now also be provided for an applicant who is unable to do his own laundry or if no member of his family is able to do it for him or if he lacks facilities for laundering.

NEW BRUNSWICK

New Brunswick raised some rates, placed some restrictions on aid for special needs and on assistance to young persons and authorized an additional income exemption for certain categories of welfare recipients. The Department of Welfare was renamed the Department of Social Services.

RATES OF ASSISTANCE

The food allowances were raised, effective June 1, 1972, with some changes in the age groups for whom rates are set. Rates are now \$26 for a person 13 years or over, \$21 for a child 7 to 12 years of age, and \$15 for a child up to six years of age. Adjustments are now made for family size; the basic allowance is increased by 20 per cent for a single person, and by 10 per cent for a family of two or three persons. There is no adjustment for units of four or five, but for families of six or more, 10 per cent is deducted. Provision is no longer made for an increase for special diets.

The rate for board and lodging in a private boarding or nursing home was set at \$2.65 per person per day. Previously, the amount payable for board or lodging in a private boarding home was the actual cost up to a maximum of \$80 a month for a single person and \$120 for a couple.

Special Needs. The rules relating to assistance for items of special need were made more restrictive. Assistance for items of special need may now be granted only if the person has been receiving assistance for at least one year. Prior to this time, the Director may, however, authorize special assistance for an item essential to the safety, well-being or rehabilitation of a person in need. Payments for back shelter and utilities bills accumulated prior to application for assistance are no longer authorized.

Young persons. Restrictions were also placed on payment of assistance to young persons aged 16 to 21 years. An application for assistance from a person in this age group will not be accepted, except under the following circumstances: (1) if, for reasons acceptable to the Director, his home is found to be unsuitable for his care, training and development; (2) if he is regularly attending a course of education or training at a technical or vocational school or a full-time course under a approved Adult Education or Training program, or he is prevented from attending school by reason of physical or mental disability or other cause acceptable to the Director.

EARNINGS EXEMPTION

An additional income exemption of up to \$100 a month was authorized for the following: (1) persons considered by the Director to be only partially employable; (2)

single parent families, and (3) persons supporting a spouse who has been certified by a practising physician as permanently disabled. This exemption, which is an addition to the exemptions for family and youth allowances, etc., may be granted by the Director after a person has been receiving assistance for three months, and after excluding the earnings exemption of \$20 a month previously authorized.

QUÉBEC

During the year, some rates were raised in Québec and the Act respecting health and social services, which provides for the reorganization of that province's health and social services delivery system, was proclaimed in force, June 1, 1972, except for one section. The proclamation of this Act did not affect social aid which continues to be paid under the Social Aid Act.

RATES FOR ORDINARY NEEDS

As provided in the regulations issued in 1970, the rates in the schedule setting out the amounts for food, clothing, household and personal needs and the allowances for persons rooming and boarding were adjusted, effective January 1, 1972, in accordance with changes in the cost of living, using the index established under the Québec Pension Plan with 1970 as the base year. An order-in-council, gazetted November 25, 1972, authorized further increases, effective January 1, 1973. Rates are now \$52 for a single person and \$88 for a couple. Rates for one parent families now range from \$82 for a parent with a child nine years or under to \$176 for a parent

with four dependent children aged 16 years or over; rates for two parent families range from \$117 to \$208.

Rates for each additional child in excess of four are now \$21 for each child 16 years or over, \$16 for each child aged 10 to 15 years, and \$11 for each child nine years or under.

Maximum monthly allowances for room and board were increased to \$63 for one adult, \$95 for two adults, and \$116 for three.

The allowance for clothing and personal requirements for adults who are receiving assistance for room and board were increased to \$20 for one adult, \$37 for two adults and to \$49 for three.

Maximum Allowances. Two provisions were added to the provision limiting the allowance for a single, employable person under 30 years to \$75 a month. The first reduced the maximum allowance by \$10 if a single person receives board or lodging from his parents or a parent. If a family receives board and lodging or lodging only from one parent or both parents of one of the spouses, their aid is reduced by \$15 a month.

Special Needs. The section providing for aid for health care was amended, effective December 1, 1972, to include the purchase or rental cost of paramedical supplies and appliances. Oxygen may be provided according to monthly need, upon the advice of a physician.

If a doctor so advises, up to \$10 a month may be allowed by the lo-

cal office for dressing and bandages; any additional amount must be approved by the regional office.

Diabetics may be granted up to \$5 a month upon the advice of a doctor for syringes and needles.

ONTARIO

Ontario amended the allowance for the special needs of the elderly, authorized general assistance for persons in nursing homes who are under extended care, amended the appeal procedures, and added new publicity requirements. The Department of Social and Family Services was renamed the Ministry of Community and Social Services and given some new responsibilities, including some citizenship functions.

RATES OF ASSISTANCE

The allowances for the special needs of the elderly were amended, effective January 1, 1972. Under the provincial Family Benefits program, the amounts are, as before, \$30 for an applicant or recipient if he or his spouse, but not both, has attained the age of 65 years, and \$60 if both spouses are 65 years or older, but an additional \$15 per month is now payable in respect of each beneficiary who is eligible for the Old Age Security pension. Under the general assistance program operated by the municipalities, the amounts are now: \$30 for a single person 65 years of age or older who is not eligible for the Old Age Security pension and for the head of a family if he or his spouse, but not both, is 65 years of age and is ineligible for the Old Age Security pension; \$45 for an applicant or recipient who is the head of a family and he or his spouse, but not both, is 65 years or more and is

eligible for the Old Age Security pension; \$60 where the applicant or recipient and his spouse are 65 years of age and both are ineligible for OAS; \$75 for the head of a family, if he and his spouse are both 65 years or older but only one is eligible for OAS.

General assistance was extended to include payments on behalf of needy persons who are receiving extended care services in an approved nursing home, including beneficiaries under The Family Benefits Act. The amount payable, which is to be determined by the welfare administrator, is an amount equal to the cost of the person's care in the home up to a maximum of \$12.50 a day less his income, up to a maximum of \$3.50 a day. A municipality or an Indian band is reimbursed by the province for 80 per cent of the first \$3.50 a day of the cost of extended care in a nursing home and for 100 per cent of the excess, provided it does not exceed a maximum cost of \$12.50 a day.

APPEAL PROCEDURES

The membership of the Board of Review, which was established to hear appeals concerning provincial assistance or general assistance, was expanded from 10 to 15 persons. A new provision designed to expedite procedures permits one member designated by the chairman to hold a hearing and make a decision that is deemed to be the decision of the BOARD. Previously, one member

could conduct a hearing but his decision had to be accepted by two or more members, or the Board could deal with the case in such manner as it deemed proper.

NOTICE OF INTENDED ACTIONS

An applicant for or recipient of provincial assistance must now be given 10 days advance notice, including the reasons, before an application is refused or a benefit is suspended or cancelled, and must be informed of his right to file written representations against the proposed action. If the applicant or recipient does not file a submission within the prescribed period or if representations have been submitted and considered, the Director may carry out the proposed action, but must now notify the person affected, giving his reasons for decision; a similar notice must be sent if an allowance or benefit is varied. In all cases, the notice of decision must inform the recipient that he is entitled to a hearing before the Board of Review, provided he applies within the prescribed 30-day limit.

Where practicable, a municipal welfare administrator must also notify an applicant or recipient of his intentions before refusing, suspending or cancelling general assistance.

MANITOBA

During the period under review, amendments to the regulations under Manitoba's Social Allowances Act concerning allowances for personal care for older persons and financial resources of student applicants were issued.

The allowance for personal care for a single or married recipient aged 65 years or older, other than a resident of a licensed home for the aged and infirm, was raised from \$37.80 to \$40.50. A married couple now receives \$65.70 rather than \$60.60, if both are 65 years or more and are living together.

The provisions making it mandatory to consider the financial resources of a parent when determining eligibility for provincial allowances of students taking undergraduate academic or technical vocational training, except married students, were amended. They now provide that the financial resources of a parent, as determined by the Director of Social Development, are deemed to be a financial resource, except: (1) if the applicant is married or will be married prior to commencement of his classes for the academic year for which assistance is required; or (2) if the person will have attained the age of 25 years on or before December 31 of the year in which his classes commence.

SASKATCHEWAN

Among other changes in 1972, Saskatchewan renamed the Department of Welfare the Department of Social Services, raised some allowances, and modified some of the provisions concerning financial resources.

RATES OF ASSISTANCE

Effective from April 1, 1972, the monthly food allowances were raised by amounts varying from \$1.05 to \$1.85 to: \$17 for children

four years and under; \$25 for children five to nine years; \$30 for children 10 to 14 years; \$32 for children 15 to 19 years; and \$31 for persons 20 years and over.

The adjustments in the basic food allowances for family size were continued with some changes. The additional allowance for one-person units was increased from \$2.85 to \$6 a month. A unit of two or three persons is now entitled to an additional \$8 a month; the reductions in the food allowances for families of four or more were discontinued.

An amendment to the schedule of personal and household allowances gazetted December 22, 1972 left the adult rate unchanged at \$7 a month but raised children's rates to \$7 a month for children nine years and under; \$10 for children 10 to 15 years; and \$12 for children 16 to 17 years if attending school or disabled (\$2 if not attending school).

The maximum maintenance allowances payable on behalf of needy persons in licensed special-care homes were raised from \$210 to \$275 a month for persons requiring supervisory and limited personal care and from \$310 to \$395 for those requiring extensive care, effective July 1, 1972. A further amendment stipulated that a home receive the approved rates only after its financial records have been examined by the Department of Social Services; otherwise the maximum payable is \$340

a month. In case of extreme hardship, these limitations may be waived or modified by the Director.

FINANCIAL RESOURCES

A number of changes were made in the rules for calculating financial resources for purposes of determining need. To provide a greater incentive for recipients to work to improve their standards of living and eventually become self-supporting, the special exemption for partially employable persons and single parent families where the parent works full time was extended to married couples where one spouse is totally and permanently disabled. As a result, such families are now entitled to a complete exemption for the first \$75 of earnings, plus one-half of the subsequent earnings of the recipient, his spouse or dependent children under 16 years not attending school, up to a maximum of \$25, provided that earnings, minus the exemption, do not exceed the basic budget requirements of the recipient and his dependants. Basic budget requirements include transportation costs to and from work, up to a maximum of \$15 per month, and the cost of babysitting and day-care services.

In addition to cash assets of \$200 previously authorized, an employable recipient with one or more dependants who is expected to be in need of assistance for more than 90 days is now allowed to have life insurance with a cash surrender value of up to \$500.

BRITISH COLUMBIA

British Columbia raised social assistance rates and enacted two new measures—the Guaranteed Minimum Income Assistance Act and the Handicapped Persons Income Assistance Act.

RATES OF ASSISTANCE

Social allowance rates were increased by about 6½ per cent, effective April 1, 1972.

The monthly food rates were raised from \$35 to \$38 for a single adult and from \$60 to \$66 for a married couple. A parent with one child now receives \$74 instead of \$60.

The allowance for fuel, clothing and sundries was raised from \$10 to \$19 for a single person and from \$20 to \$35.50 for a two-person unit. Amounts for units of three to eight persons now range from \$52 to \$124.50; formerly they ranged from \$30 to \$70.

The basic shelter rates are now \$45 for a single person, \$67.50 for a two-person unit, increasing by \$7.50 for each additional person in a unit up to \$112.50 for a unit of eight. If, however, shelter costs exceed the basic shelter allowance, one-half of the excess may be granted for family units and couples.

Maximum Basic Allowances. In conformity with the changes noted above, the maximum basic allowances were raised to \$102 for a single adult, \$169 for a married couple and \$177 for a parent with one child. Amounts for units of three to eight persons range from \$212 to \$427 for families with two adults; maximums for families with only one adult are \$8 more, ranging from \$220 to \$435.

HANDICAPPED PERSONS

The additional allowance for disabled persons who are ineligible for Disabled Persons Allowances

was increased from \$30 to \$32 and the maximum total monthly payment raised from \$135 to \$139, effective April 1, 1972.

SUPPLEMENTARY SOCIAL ALLOWANCES

Changes were made in Supplementary Social Allowances to Blind and Disabled Persons Allowances, to Old Age Security and War Veterans Allowances, effective April 1, 1972. The Supplementary Social Allowances program was replaced in December by two new measures—the Handicapped Persons Income Assistance Act and the Guaranteed Minimum Income Assistance Act. These Acts, which went into force on December 1, 1972, guarantee a minimum income for eligible persons.

The Handicapped Persons Income Assistance Act provides for a supplement sufficient to raise the income of recipients of Blind Persons Allowances and Disabled Persons Allowances and recipients of social assistance who qualified for handicapped persons assistance up to \$200 a month a person.

The Guaranteed Minimum Income Assistance Act provides the same guaranteed minimum income assistance to persons aged 65 years and over who are receiving the Old Age Security pension and the Guaranteed Income Supplement. Persons who are not eligible for Old Age Security may apply for assistance under the Handicapped Persons Income Assistance Act.

Persons with spouses who do not qualify for assistance under these programs or who have dependent children may obtain social assistance on their behalf.

GOOD NEWS AND BAD IN THE OECD'S REVIEW OF CANADA'S ECONOMY

BY GEORGE SANDERSON

The expansionary trend in the Canadian economy is likely to continue through 1973, and growth of real gross national product should cause the unemployment rate to fall below 6 per cent in the latter part of the year. But the nation's inflation rate is expected to remain high.

These predictions were made by economists at the Paris-based Organization for Economic Co-operation and Development (OECD) in their annual review of the Canadian economy prepared before the recent devaluation of the U.S. dollar and Finance Minister John Turner's new budget.

"Aided by an expansionary policy stance, growth is likely to continue at rates well above potential," says the OECD. "The present forecast anticipates a growth of real GNP at annual rates of over 6 per cent through 1973. This should cause unemployment to fall below 6 per cent in the later part of the year."

This prediction follows closely Turner's own forecasts in February. He said his budget measures would increase growth of the GNP to 7 per cent this year, while fi-

nance department officials optimistically predicted the measures would bring the unemployment level down to 5.5 per cent or less.

Canada's inflation rate, however, is still "not very encouraging," the report continues. It was running above 5 per cent in 1972 and "is expected to remain high." The consumer price index rose 0.8 points in February to 145.3, compared with 144.5 in January and 137.3 a year ago. Labour costs too are "still rising undesirably fast" in Canada.

As the OECD sees it, the principal policy problem is **"how to continue the movement toward a more acceptable labour market situation, and later to preserve a state of high employment without setting off a round of inflationary pressures."**

"This problem is complicated by the wide regional disparities in income and industrial structure that exist in Canada. In addition, changes have taken place in the labour market during the past 15 years, as a result of which there now tend to be stronger upward pressures on costs and prices for any given unemployment rate than was the case in the past."

The report suggests, in guarded terms, that **Canada may have to take a second look at price and wage controls in the near future.** "As the economy nears its capacity level and price pressures become more pronounced, the issue of price/wage controls, which has been the subject of contingency planning by the authorities, may again assume increased importance."

While "no easy conclusions are possible with regard to the costs and benefits of price and wage controls," the OECD notes that "the United States economic stabilization program, which may be the most relevant when trying to judge the feasibility of this approach in Canada, appears to have had some overall success in stemming inflation, and it has certainly

served to make the general public more aware of major price and wage decisions.

"Although Canada is more open to external decisions than the U.S., price and income controls would be likely, under favourable conditions (such as 'consensus among the main interest groups that such controls are desirable; and the absence of strong inflationary pressures from abroad, particularly from the United States'), to act as a useful supplement to demand management.

"There may be costs and inefficiencies involved in operating controls," say the OECD experts, but "these have to be weighed against the losses that result from attempting to solve the inflation problem through the restriction of demand growth alone."

The Government has so far rejected mandatory price and wage controls for Canada, but Conservative financial critic James Gillies said his party would impose controls immediately upon coming to power. "If this party were the Government, it would have introduced on budget night a program that would have called for a (90-day) freeze on wages, prices, dividends and income," he said in the House of Commons in February.

Gillies explained that his party would have used the time of the freeze to consult with the provinces, labour leaders, business leaders and consumer groups to work out "an economic stabilization program that would really get to the heart of Canada's inflation problem."

The OECD economists recommend also a gradual reduction of stimulative measures, and that future policy be "tempered in the light of the evolution of costs, prices and labour market conditions. In view of the long lags that appear to exist between shifts in monetary policy and their economic impact, it is particularly important that **there should be a certain moderation in the high rates of monetary expansion experienced in the past two years.** Such moderation would help to reduce the dangers of an excessive build-up of liquidity that would create difficulties later should serious inflationary tendencies develop and the authorities wish to exercise more restraint."

But the OECD warns that too tight a squeeze on the money supply could be detrimental to employment and growth in the underdeveloped areas of the country. Consequently, **the report urges the Government to direct its efforts more toward controlling the growth of federal revenues and expenditures.**

Because fiscal stimulus or restraint can be regionally differentiated to a considerable extent, budgetary changes would not drive up interest rates and discourage capital spending, particularly in the poorer provinces, as would shifts in the money supply, say the OECD's economists.

The review adds that "the achievement and maintenance of a satisfactory level of employment is

likely to call for an intensification of selective policies designed to increase job opportunities for particular groups of the labour force." In this connection, the OECD believes that a "broad approach" must continue to be taken on regional development policies, and that **a 4 per cent unemployment target, not to mention the 3 per cent long-term target suggested by the Economic Council of Canada, would seem to be realistic "only where regional differences have been substantially reduced—**a process likely to be difficult and to require time."

The survey devotes special attention to regional trends and problems. It notes that Ontario and British Columbia have the highest per capita income levels in Canada, while Quebec and the Atlantic Provinces fall well below the national average.

The OECD states that developments in the 1960s "generally added to the industrial primacy of Ontario, with significant gains also being recorded by most of the Western provinces."

"On the other hand," say the OECD economists, "the economic performance of the Atlantic region, while improving relatively, remains well below most of the key national averages with respect to production, income, employment and investment. And the situation in Quebec has seen some relative deterioration."

In their assessment of Quebec's economy, they affirm that the French-speaking province "would appear to have both locational and resource advantages," and they partially attribute its lagging performance to "the traditional stress of the Quebec school system on liberal rather than technical education and business training."

The report also examines briefly the impact of the separatist movement in Quebec, stating that it "may have discouraged the establishment of new enterprises and business investment."

Commenting on the influences at work in Western Canada, the report notes that Manitoba, with its more diversified resource base, has found it easier than primarily agricultural Saskatchewan to promote industrial development, and Alberta has benefited from rapid development of its oil and gas industry and coal production.

"British Columbia has a well-diversified resource base, and activity in the province has received considerable stimulus in recent years from the growing Japanese market.

"Over the longer term," adds the report, "one might in fact expect that the westward shift of population and activity, which in the past has frustrated the economic aspirations of the Atlantic Provinces, will continue, with historically marginal areas in Western Canada developing into important population and industrial centres."

The review has some good news for Canadian consumers. They will be in a relatively strong position financially, with their disposable income continuing to grow steadily as well.

The national wage bill is expected to rise at an annual rate of 11.5 per cent in 1973, with wages per employee growing by about 7.75 per cent and employment rising by approximately 3.25 per cent.

Savings will tend to decline from the "exceptionally high" level of recent years, and the OECD expects consumer credit to be "readily available" in 1973, although its costs to the borrower may rise. But it will not be very easy to buy houses. Mortgages will become more expensive and harder to get as the "remarkably high" building rate of 1972 falls off.

The investment outlook remains uncertain. "Business outlays on plant and equipment have been well below their potential growth since 1967, leaving room for a considerable amount of 'catching up' in the next few years," say the economists. Moreover, some uncertainties remain, "particularly in the area of future economic relations with the United States; the effect of the enlargement of the European Economic Community and its special trading arrangements; and the uncertain longer-term exchange value of the Canadian dollar."

THE CANADA LABOUR CODE AND THE SHORTER WORKWEEK

■ A one-man government commission has recommended that the Canada Labour Code be amended to permit employees under federal jurisdiction to work longer but fewer days each week without overtime pay.

Harris S. Johnstone, a former director of the Labour Standards Branch of the Canada Department of Labour, has urged the federal Government to change Part III of the Canada Labour Code (Labour Standards) to allow for a compressed work week in situations where arrangements have been made through collective bargaining, and where, in the absence of a union, employer and employees agree to an altered work week to the satisfaction of the Minister of Labour. This would apply to workers in most forms of transport and communications, banks, primary fishing, some agricultural and mining processes, and the operations of Crown corporations—all enterprises governed by federal legislation.

Johnstone was appointed by the Canada Department of Labour in June 1972 to study the advisability of changing sections of the labour code governing working hours. During his six-month inquiry, which was watched closely by labour and management in the United States and Canada, briefs and representations were received from firms, unions, business groups and the Canadian Labour Congress.

The CLC remains firmly opposed to any scheme extending work hours beyond eight in a day. In its 17-page brief to the commission, the Congress argued last September that "any move to an extended



Harris Johnstone

workday would take Canada back into the 19th century." If there is any change in federal labour standards, the CLC said, it should be toward a four-day, 32-hour week.

Labour Minister John Munro will soon announce the Government's decision on the proposed changes to the Labour Code. He says "eight hours a day seems reasonable."

Munro has not ruled out the possibility of a 32-hour or 35-hour week in the not too distant future, but says the Government will wait for it to be widely established in Canada before legislating it. "If one believes in collective agreements, one must let employer and employees decide on such matters," he added.

Canada's provinces have readily permitted experiments with modified work weeks. Permission to extend daily hours without overtime pay is required only in Ontario, British Columbia, Saskatchewan,

Manitoba and Alberta. In the other five provinces, with one minor exception, there is no requirement to pay overtime on other than weekly hours, generally 48.

The Johnstone inquiry was prompted by a request from five companies to put some of their employees on freer work schedules—ranging from a work week of three 12.5 hours a day, to one of four days at 10 hours a day—without having to pay overtime rates after the daily eight hours. Johnstone submitted Phase 1 of his report in September 1972, recommending that the five companies be allowed to design their own work schedules to give employees larger blocs of free time.

Commenting on the "flexible" hours plan permitting employees to set their own starting and quitting times—providing they work a certain number of hours each day, week, or month—Johnstone noted that such arrangements in Canada, Europe and the United States have generally been successful.

Staggered working hours are favoured in the larger urban centres, where many people are anxious to avoid the frustration and delays of travelling to and from work when buses and subways are crammed with people, and streets and highways are choked with vehicles.

The important feature of the flexible hours system from the standpoint of the employee is that it enables him or her to make individual adjustments to suit individual needs. The principle advantage for employers is that it creates a better working climate.

G.S.

POLICIES AND PROPOSALS OF THE CHAMBER OF COMMERCE FOR 1973

A delegation from the Canadian Chamber of Commerce met with Prime Minister Trudeau and the Cabinet in February for a 90-minute public session to discuss a wide range of economic and social issues, including business-government relations, the work ethic, unemployment, inflation and taxes.

In its annual presentation to the Government, **the Chamber made 343 policy statements and proposals, including suggestions for the formation of a business group to advise government on proposed legislation,** "thus avoiding the

possibility that the private sector will appear to be 'contending against' legislation, which is far from our intention."

Though the initiative for this body might come from the Cabinet, the Chamber would be prepared to work closely with government representatives to define the objectives and operations of the body and to help determine the kinds of people who would serve on it.

Chamber President A. John Ellis told the Cabinet that the weakening of the work ethic was an important national issue across Canada and he urged the Government

to amend the Unemployment Insurance Act. He said farmers and businessmen in all parts of the country were finding it difficult to get people to work because of the various public assistance programs available.

"In my view, benefits that impair the incentive to work cannot help but alienate the vast majority of Canadians who believe not only in the dignity of work but also in support for those who are ready, able and willing to work but for whom work is not available," he said.

Prime Minister Trudeau said he found it hard to believe that the work ethic has been weakened when almost 95 per cent of the Canadian workforce is employed. Manpower Minister Robert Andras suggested that industry take a look at what it might be doing to weaken the work ethic. He noted that the United States is experiencing problems because workers suffer a lack of fulfilment in assembly line jobs. This has led to high absenteeism and turnover.

Ellis expressed the Chamber's disappointment with recent government proposals to tighten up unemployment insurance legislation. He said they did not go far enough to restore some basic insurance principles to the Act. The Chamber reiterated a stand it took last year, seeking to have all sickness and pregnancy benefits removed from the scheme, to increase the number of weeks an employee has to work to be eligible for benefits, and to reduce the maximum period over which benefits may be paid. It also wants some moderation in the ratio of benefits to previous weekly earnings.

The Chamber stated its objection to any legislation that would impose compulsory union membership or dues deduction as a condition of employment. It proposed also that trade unions be made responsible before the courts for their actions; and that strikes or lockouts hazardous to the health and safety of the public be forbidden.

On the subject of technological change, the Chamber recommended that "in order to ensure

productive efficiency, **no legislation should be enacted that would inhibit the introduction of technological improvement,**" which the Chamber views as "essential to the country's welfare and its economic strength."

The business delegation reiterated its opposition to wage and price controls at this time. "All evidence suggests that such measures are unlikely to succeed, particularly in Canada, unless a real crisis exists and unless there is a national consensus in their favour.

"The Chamber supports, however, the concept of developing a contingency plan for use in outbreaks of serious inflation, which would be applied equitably to all sectors of the economy if a crisis and a consensus exist."

The submission added that "improvement of wage rates and fringe benefits must be dependent on economic conditions, national productivity, and Canada's trading status . . . A continued upward spiral without regard to these factors will jeopardize the economic health of Canada."

The Chamber suggested that the Government help curb inflation by curtailing its own spending as much as possible. "Total expenditures by governments . . . now represent about one third of the country's total outlay on goods

and services, and require levels of taxation that place a heavy burden on individuals and corporations . . . The degree of participation in the economy by governments has reached the saturation point."

The annual submission proposed also that taxes be reduced to help stimulate the economy and make more jobs available.

Treasury Board President C. M. Drury asked the delegation how the Government could cut taxes, reduce expenditures and still try to eliminate regional economic disparities. Drury stated that the Government would have to increase its spending under the regional economic expansion program if it is to reduce these differences.

There is, moreover, the added problem of persons on fixed incomes, such as old-age pensioners, whose buying power is weakened by inflation. In the absence of price controls, something must be done about these people, but a pension increase would once again mean more government expenditure.

G.S.

THE COUNCIL OF CANADIAN UNIONS

Since its formation in 1969, the Council of Canadian Unions has been giving financial and organizational help to independent unions of Canadian membership that are not affiliated with the Canadian Labour Congress or the Confederation of National Trade Unions. The Council, formed to give aid to the small, independent Canadian unions as well as to unorganized workers, aims to build a national union movement in Canada that will not be influenced by the decisions of American labour leaders.

Kent Rowley, Secretary-Treasurer of the Council, pointed out several reasons why a strong Canadian movement is needed. Canada, he noted, is fighting for its economic independence. The trade union movement, the largest mass movement within the country, should be the organization best suited to lead this fight; how-

ever, because 65 per cent of the union members in Canada belong to American unions, labour is handicapped in any fight on issues of Canadian national importance.

Rowley cited cases where heads of Canadian branches of American unions have restrained their criticism of American actions that harm Canada simply because those heads are themselves appointed from the United States. As President of the Canadian Textile and Chemical Union, Rowley is well aware of the situation in that industry. He notes that Canadian leaders of textile unions with mainly American memberships have concentrated their criticism of cheap foreign textile imports on Japan and other nations while the



real flood of low-priced textiles comes from the southern United States, according to Rowley, where only a small percentage of the workers are unionized.

Rowley points out other reasons for Canadianization of the labour movement: nearly all American-based unions reserve the right to impose trusteeships, fee increases and other sanctions on their Canadian locals. **Canada, he points out, is the only country to allow such a high degree of external control over its labour force. He dismisses the argument that international unionism is the answer to the multinational corporation, pointing out that the most effective actions against the corporations have been taken by European union movements that are nationalist in form.**

The argument for international support for workers is, in fact, void of meaning, Rowley claims. U.S. unions often do not support their

Canadian memberships, and since contract negotiations seldom include both Canadian and American workers, Rowley questions the need for a common union.

Corruption within the U.S. labour movement is another reason Rowley cites for a Canadian movement, as well as the "business unionism" that operates unions on a profit-making basis. Rowley points to the building trades as an area where corruption is particularly widespread. Terms are imposed on Canadian workers, he says, and jurisdictional areas are sold from one union to another.

Union locals that have defected from American unions have not done so only because of poor service from union representatives, says Rowley: he believes that the desire for independence is the primary reason. Noting the case of the United Steelworkers of America's local in Kitimat—which recently broke away to become an independent union—Rowley claims that the checkoff from Steelworker members went direct to union headquarters in Pittsburgh, to be distributed back to locals from there.

In addition, he said, Canadian Steelworker members were paying about \$10 a month in union dues only to find out that strike pay begins only after strikers had been off the job for over one month.

According to Rowley, many of the workers in Kitimat were from Europe and were incredulous that Canadian union members should pay fees to the United States. Members of the local decided that they could better spend their money by forming their own union, Rowley added, and the result was the establishment of the Canadian Workers' Union.

The Council of Canadian Unions was formed to tie together independent unions similar to the Canadian Workers' Union. **Though the Council has been established since 1969, its greatest growth has occurred within the last year and it currently represents 20,000 of the approximately 800,000 workers who belong to Canadian national unions affiliated with the CCU.**

Most of the Council's membership is in Western Canada, but the CCU has representation from all provinces west of Quebec. The Pulp and Paper Workers of Canada is the largest single affiliate. Its membership is centred in British Columbia as is that of the Canadian Workers' Union which has applied for CCU affiliation. In the Prairie Provinces there is the Canadian Association of Industrial, Mechanical and Allied Workers, a union with headquarters in Winnipeg. Ontario affiliates include the Canadian Union of Operating Engineers, centred in Brantford; the Transportation Employees' Canadian Union, with offices in London; and the Bricklayers', Masons' Independent Union, a Toronto-based union; and the Brantford-centred Canadian Textile and Chemical Workers' Union. In Québec, the United Oil Workers' Union with membership mainly in the Montreal area is an affiliate.

As a loose affiliation, the CCU's affiliation requirements are minimal. There are no permanent national officers, and positions are held by officers in the executive of member-unions. The affiliation fee is \$25 with a monthly payment of 10 cents per member. Before extending membership to applying unions, the CCU carries out an investigation to ensure that no company unions are admitted. There are few other criteria, though, and the constitution states that "there will be no discrimination as to membership and affiliation due to sex, race, religion, colour, nationality or beliefs."

Membership in the Council is not solicited and organization takes place only on request by workers wishing to form a union associated with the CCU. **Organizing is all done through existing affiliates, since there is no full-time national staff. The Pulp and Paper Workers' of Canada, for instance, takes men from one affiliate on leave of absence when there is a request to organize a new union.** Rowley points to this as one way that the CCU hopes to keep rank and file organization in its operations.

J.M.

THE BATTLE FOR BENEFITS IN JAPAN



■ This is likely to be a decisive year in Japanese labour-management relations. Reduction of working hours, demands for large pay increases and reorganization of the labour unions are the major issues this spring.

Japan's trade unions have set up two main targets for 1973's "spring offensive"—the 18th since the first was launched in 1954. They are demanding a record wage increase of about 16 per cent, improvement of working conditions—including a reduction in working hours—and an extension of the retirement age beyond the usual 55 years. Strikes will serve as the main weapon to achieve these objectives—including a general strike, if necessary, by unions in both government and the private sector.

The Japan Federation of Employers' Associations (Nikkeiren), however, has adopted a stiff attitude. In its 1973 white paper on wages, Nikkeiren insists that "in view of monetary uncertainty and the gaps among various industries, management cannot take an easy attitude toward the labour unions' demands in this year's 'spring offensive'."

The white paper adds that a settlement of demands for improved working conditions is a matter to be negotiated between labour and management without government intervention.

The unions asked for a 12 to 16 per cent wage increase last year but settled for about eight per cent. This year's spring offensive is being launched on a much larger scale, however, and may last longer than last year's.

The Spring Offensive Joint-Struggle Committee, a principal organization, was established in October 1972. It consists of 173 unions with a total of 8.2 million members affiliated with the General Council of Trade Unions of Japan (Sohyo) and the Federation of Independent Unions (Churitsuren).

The Committee has scheduled its first major confrontation of the year for mid-April. All private and public service unions are planning to launch their first wave of strikes around this time. The biggest strikes will be called towards the end of April.

The 2.2-million-member Japanese Confederation of Labour (Domei), consisting of 26 unions, is launching its own spring offensive. Domei is asking for a wage increase of 12 per cent. This is larger than the estimated productivity increase of 10.9 per cent for the fiscal year 1973. Domei justifies this demand by pointing out that productivity in Britain, West Germany, France and Italy increased by an average of 4.5 per cent in 1971 but their wages shot up at an average rate of 11.8 per cent.

How Prime Minister Kakuei Tanaka's Liberal-Democratic government handles this spring's labour problems may determine the course of domestic politics. The big gains made by the Japan Socialist Party (JSP) and the Japan Communist Party—the second largest opposition party after the JSP—in last year's general election will have a tremendous impact upon this nation's future labour movement and labour-management relations. As many as 63 union leaders—many of them socialist—were elected. Nearly half the JSP Dietmen are from the labour camp. The figure for the Democratic Socialist Party is 21.1 per cent.

G.S.

STORM CLOUDS OVER SOUTH AFRICA

In the wake of a recent wave of strikes in South Africa, politicians and trade unionists are asking whether enough will be done by both government and employers to avert the prospect of serious and prolonged industrial strife in that country.

Jack Espie, Secretary of the Trade Union Council of South Africa, which is fighting for official union representation for blacks, has warned that the agitation by blacks for more pay is "gathering a momentum of its own and is fast developing into an avalanche."

The trouble began early this year with a pay strike by black employees at a Durban brick and tile company, but spread quickly to a variety of other concerns and finally to Durban City Council where 16,000 black workers refused to accept a \$3-a-week raise and left whites to handle their own market deliveries, garbage collection, electricity, roads and waterworks maintenance.

Faced with threats of dismissal—not to mention the prospect of increased hardship—most of the strikers were back at work within a month. With no unions, and therefore no strike pay, a decision to remain on strike was becoming increasingly difficult.

The situation in Durban sent shock waves through white industrial management. **It was the first serious challenge to white employers and the Government on the issue of the blacks' right to strike for more pay.** The walkouts and stoppages in Durban affected almost 100 concerns and involved possibly 40,000 employees.

The demands of the black workers show that many were being paid about \$15 a week, well below the designated poverty line. This line fluctuates from area to area but is calculated at about \$30 weekly for a black family of five.

The International Labour Organization reports that all the information available on the incomes of the different racial groups in South Africa confirms that **there exists an enormous and in many cases widening gap between the earnings of blacks and those of whites.** Blacks make up 68 per cent of the population but receive less than 20 per cent of all income, while whites, who account for less than 19 per cent of the population receive about 74 per cent of total income.

The ILO gives various reasons for this enormous disparity in wages. One of these is the absence of any statutory minimum wage legislation, which results in black incomes being determined by market conditions of supply and demand. In addition, wage differences correspond to the relative bargaining position and rights of different groups. Black workers are placed on an unequal footing not only because they have generally not been able to acquire specialized skills but also because they have no collective bargaining rights under industrial legislation (the Government insists blacks are "not ready" for trade unions).

But the most important factor is the industrial colour bar, which prevents black workers from advancing to the higher-paid skilled and technical occupations. Another effect of the colour bar is that by creating an artificial scarc-

ity of skilled labour, it places an excessively high premium on the skilled (mostly white) manpower available. This accounts to a large extent for the big difference between skilled and non-skilled wages in South Africa.

The ILO says also that even in cases where blacks and whites perform similar work, official policy up to date has maintained a difference between the earnings of the various racial groups.

Now white trade unionists—even some of the more right wing—and opposition party politicians are pressing for a better deal for blacks who have not been allowed to register in trade unions but have begun to organize unofficially on their own.

Marais Viljoen, Minister of Labour, says his Government is "not indifferent" to reasonable demands for higher wages and does not hold the view that existing wages should not be improved, but it cannot countenance the use of wage demands to bring about "disorderliness prejudicial to the State."

The Government has promised legislation to encourage white employers to make more use of special "works committees" for negotiation with their black employees. This system has been suggested in the past but few white employers have been willing to adopt it.

In the meantime, Drake Koka, Secretary of the Black Allied Workers' Union, is warning industrialists that "labour unrest will spread unless there is an immediate and total overhaul of the South African labour system."

G.S.

MANAGEMENT MARXIST STYLE

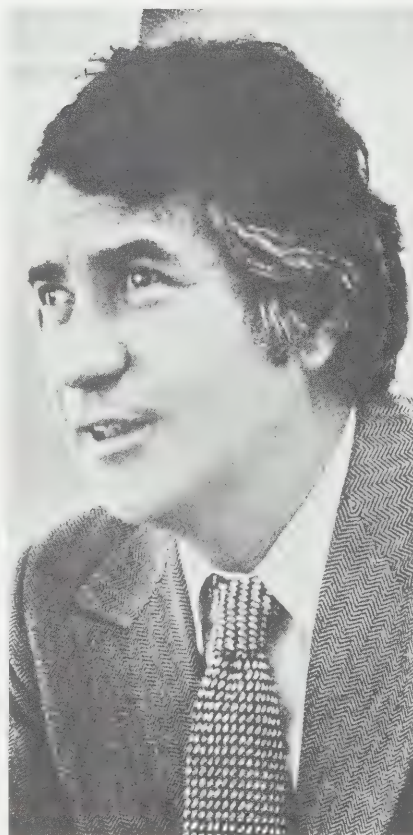
BY FRANK JONES

Six months ago Hammsheinz Porst, a 50-year-old West German multi-millionaire, handed over control of his companies to his employees.

It marked the culmination of four years of planning which began in a cell in Landsberg prison where Porst, an avowed Marxist, was serving an 18-month sentence on charges of collaborating with East Germany.

Today Porst, an intense man with a mop of dark, graying hair, punches in on the company time clock along with other employees, works as one of three equal company managers, and could be fired by his former employees at any time.

This year the companies' projected profits of \$1.3 million from the sale of cameras, data processing equipment and a newspaper TV-listing supplement will all be shared by the 1,500 employees and put back into the enterprise.



Beate Ridel, 23, an \$80-a-week clerk at Porst's new orange-coloured plant set in woodlands outside Nuremberg, figures her profit share this year will be \$833.

Porst's dream began at the end of World War II during which he served in the German Army and lost an eye.

"I became convinced that only humanitarian principles can prevent war," said Porst in his corner office separated only by a filing cabinet from the rest of the workers in the open-plan office.

"And I believe those humanitarian principles are developed highest under Marxism.

His leftist views did not dissuade Porst's father from bringing him into the family firm first as a part-

her and, from 1960 on, as the boss. His father, now 77 and strongly disapproving of his son's action, handed over complete control in 1970.

Meanwhile Porst, aiming to increase contacts between the two Germanys, made 10 trips to East Germany during the 1950s and 1960s.

Eventually the West Germany government charged him with making illegal contact with people involved in espionage, and Porst, a strong family man with four children, ended up in Landsberg prison.

"When I was in prison I tried to think of a new way to apply my principles. Certainly no political party would welcome a man from Landsberg," he said. "And I could hardly expect to work through the trade union movement."

He thought of handing over control of the Porst companies to the workers, but then dismissed the idea as impractical.

Dieter Reiber, the manager Porst had left in charge and who visited him regularly, told him: "Let's try to do it."

During the prison period Porst poured out his ideas in a series of letters—often 12 pages long—to his wife and to Reiber.

"He did not only think of the company. His ideas were about men and women, the emancipation of women, of how people can live better together," said Reiber.

When he was finally released in November, 1970, said Reiber: "He was a changed man—a much more controlled person."

His first action was to renounce his old position as top dog in the firm, and declare himself an equal with the other two managers, Reiber and Heinz Wohlrab.

"It was hard for him," said Reiber. "But if he voted yes on a decision and Heinz and I voted no, then it was no."

The talks and letters in prison said Reiber, had led to a fundamental question. He wrote it on a white blackboard on the office wall for emphasis: **"What is a company for?"**

"In 99 per cent of companies, the answer is profit," said Reiber, still writing. "And not even that—maximizing profit."

"But if I ask you as a human being what you are living for, you will not tell me, 'to make money'."

Porst invited his employees to say what they wanted out of the company. The answers boiled down to five categories: More information about the firm, more spare time, more independence in their work, better social security, and more money.

"They wanted all these things to reach one overall goal, which was to be more independent," said Reiber.

Porst, as sole owner of his companies' \$5 million capital, stopped short of handing over the capital to the employees (as some Communists have argued he should have done if he is a true Communist).

Instead he lent them the capital for 10 years, asking in return that he should receive regular bank interest plus 2 per cent on the money.

During the 10-year period it is expected the workers' profit fund will be sufficient to pay off the loan, leaving the employees as sole owners as well as managers of their empire.

To ensure the workers have a line of credit from sceptical bankers, Porst has pledged his own private possessions, including 5,000 apartment units, as collateral for the next five years.

The worker committees still recommend policy on such matters as wages, vacations and working conditions. But one thing has not changed: To remain competitive and ensure quick decisions in the market place, the companies are keeping their traditional managers.

The workers cannot change management decisions; their main weapon lies in dismissing any manager they feel is not performing.

The top policy body is a board of directors consisting of five elected workers and four lawyers and bankers, two of them appointed by Porst, and two by the workers.

If the firm loses money the workers can only lose their accumulated profits—their personal possessions are not put at risk. They'll receive annual interest on their money at 7.5 per cent, but won't be able to withdraw their share of the profits unless there's a general decision to pay out part of the fund or on retirement.

In terms of making work more enjoyable young Beate Ridel says the plan is working fine. "I worked for a secretarial agency before, so I've worked in about 30 companies," she said. "This office is far less authoritarian than anywhere I've worked before."

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(The opinions expressed in this article are those of the author and do not necessarily reflect the views or policies of the Canada Department of Labour.)

BOOK REVIEWS

American Labor; by M. B. Schnapper; Public Affairs Press; Washington, D.C.; 574 pages.

Written to commemorate the bicentennial of the United States, "American Labor" follows pictorially the 200-year history of the American labour movement. By documenting the notable episodes in the fight for union recognition and bargaining rights, as well as the landmark strikes that won labour its present position of influence, labour's story is traced from the indenture system of colonial times, through the development of industries and such crises as the World Wars and the Depression, up to the present.

The evolution of working conditions, child labour restrictions, and improved workers' rights is followed by means of archival and modern illustrations, including photographs, engravings, and drawings. The contribution of dominant personalities in labour's development—Samuel Gompers, John L. Lewis, Walter Reuther, and George Meany—are chronicled from their beginnings in the labour movement to their respective roles of union leadership. Among the book's singular illustrations are secret documents of the once powerful Knights of Labour and previously unpublished Mathew Brady photographs.

The illustrations, gleaned from over 60 sources and complemented by a factual text, make this book an outstanding record of labour history. The turbulent, often violent, development of labour stands out vividly in the management-labour clashes that are depicted, and we are reminded of labour's painful journey to respect and dignity.

From the Molly Maguires to the United Mine Workers; Harold W. Aurand; Temple University Press; Philadelphia, Pennsylvania; 168 pages; \$10.00.

A study of the "social ecology of an industrial union," this book centres around developments in the Pennsylvania anthracite mining regions between 1869 and 1897. It was at this time that collective action was first developing in that industry—a highly dangerous industry employing a large workforce.

Starting with a basic outline of the nature of anthracite mining, author Aurand describes problems of the industry, underscoring the point that the Pennsylvania anthracite mines had the highest accident rates in an already hazardous industry. The dominant position occupied by mine owners and operators made improvements in working conditions and wages difficult; control exerted through such means as the company store and ownership of min-

ers' homes meant that much of the miners' low earnings were returned to the owner. Also portrayed, though, is the understanding of the miners for the position of the owners who were themselves at the mercy of the market price of coal and the large railroads, both of which determined the revenue of the mines.

But poor conditions in the industry grew to the point where miners saw collective action as the only way to force change. Organization was hampered by regional competition among miners, ethnic barriers with a workforce composed of immigrants, and the dominance of the mineowners, but from the first abortive strike in 1842 it was obvious that organized collective action was needed to bring change.

The Workingmen's Benevolent Association was formed in 1867, mainly to solve the problem of low wages. With the end of the Civil War, an excess of manpower and the failure of workers to form effective unions led mine owners to drop 1867 wage levels below their levels ten years previous. The WBA's attempts met with some success, but strikes faced long and concerted opposition from employers. One long work stoppage in 1870 ended with miners starved into a settlement, and the WBA's strength was broken.

Final collapse of the WBA came in 1875 with its failure to achieve any major goals. A violent interlude without union organization followed in which miner discontent took the form of murders by such secret societies as the Molly Maguires. Mine operators missed no opportunity to link the terrorists with existing unions to tarnish their image and discredit them in the public eye.

By 1877 the mines had largely been bought out by large railroads and wages remained low. A railroad strike spread to the mines, and a turbulent period ensued involving riots, vandalism, and the formation of citizen vigilante groups to battle strikers. The outcome held little gain for miners and they came to see that violent action merely threw public support behind the operators.

Various labour organizations grew to prominence—despite the antipathy of the Roman Catholic Church and Franklin B. Gowan, president of the Philadelphia and Reading Railroad. These included the Knights of Labour, the Workingmen's Protective Association and the Miners and Labourers' Amalgamated Association, all of which worked separately to better the position of miners and mine labourers. In 1887, a strike by miners for increased wages brought them editorial and public support when operators tried first to starve the workers into submission, then to reopen the mines using scab labour. But support faded when violence broke out at reopened mines, and in 1888 the strike's failure again threw labour into disorganization.

In 1890, the Miners' National Trade Assembly 135 of the Knights of Labour merged with the American Miners' Federation, an offspring of the defunct Amalgamated Association of Miners. The union formed was the United Mine Workers and it first penetrated the anthracite region in 1892. By 1895 it had 63 locals in the area but had little real effect despite concentrated political lobbying. A violence-plagued strike in 1897, during which several strikers were shot by company police, overcame regional differences among miners and brought a concerted strike. The effect was not only to gain better wages for mine workers, but also to bring an effective union organization from which the United Mine Workers grew to control the region's miners.

The book is written from a sociological point of view and is sometimes hard to follow in a historical sense because of this mode of presentation. It also fails to tie union development in the anthracite region with simultaneous developments in the bituminous industry, which may cause the reader some confusion. One last criticism is that Aurand's statement that over investment was the main problem of the coal industry is never clearly explained for the reader's benefit. Nevertheless, the book is an interesting story of union growth in an industry that presented many barriers to united action by workers.

J.M.

LEGAL DECISIONS

by William B. Sims
Legislative Research Branch

Arbitration decision referred back to Board for further consideration by Ontario High Court.

This was a motion by way of certiorari to quash the decision of a Board of Arbitration. The Appellant Union CUPE Local No. 794 was the representative of the employees at two civic hospitals in the city of Hamilton. The union and the Respondent Board of Governors of the two hospitals were bound by a collective agreement covering the period Sept. 15, 1969 to Sept. 4, 1970.

After negotiation and conciliation efforts failed to produce a new agreement, the matter went to arbitration.

The Board of Arbitration began its hearing on January 25, 1971, at which time the union asked that

the collective agreement be made retroactive to September 15, 1970, which was opposed by the employer.

In its decision the Board said that, although there were many delays in reaching a collective agreement when the parties were forced to take the statutory route of the Hospital Labour Disputes Arbitration Act, the Board was of the opinion that the delay was the fault of neither party but rather of the system itself. Accordingly, the Board denied the union's request for full retroactivity. However, the Board did recognize that the union had a valid claim for retroactivity of wages. Accordingly, the Board made an award of \$15.00 per week across the board to all employees.

The Board then set the effective date of the new Agreement as of May 1, 1971, for a period of one year from that date, and retained jurisdiction to deal with any difficulties that might arise in the implementation of the award.

On May 17, 1971 the union wrote asking the Board to declare its intent with regard to the entitlement of employees whose employment was terminated between September 14, 1970, the date the old agreement ended, and April 26, 1971, the date of the award. The employer objected to the union's request on grounds that (a) the Board had already decided the matter adversely to the union; and (b) that once the Board has performed its official function, it cannot rescind its decision.

On July 27, 1971, the Board issued a supplementary award in which it stated that it was bound by the decision of the Ontario Court of Appeal in the case of REGINA V. ANDREWS ET AL., EX PARTE NURSES ASSOCIATION, ST. JOSEPHS GENERAL HOSPITAL (PETERBOROUGH) (1970) 2 O.R. 89; and could not entertain the Union's request.

In his decision to refer the matter back to the Arbitration Board, Mr. Justice O'Driscoll of the Ontario High Court said that, the statutory duty of the Board as set out by the Hospital Labour Arbitration Act was: (1) to decide all matters in dispute between the parties and such other matters as may be necessary in reaching a collective agreement

(2) the Board must prepare a document giving effect to its decision and deliver the same to the parties for execution; and

(3) the Board shall fix in its decision the time within which the parties shall execute the document.

It was clear however, that the Board failed to carry out its duty under the Act and the Court issued an order by way of mandamus directing the Board to determine the matter in accordance with the Act.

(Brokmann, Keber & CUPE Local No. 794 & Raymer, Simpson, Hines & Board of Governors of the Hamilton Civic Hospitals.

Ontario High Court, Nov. 2, 1972 CLLC 14, 146.)

Prepared by Legal Research Division, Legislative Research Branch.

Application for certiorari to quash decision of Manitoba Labour Relations Board dismissed by Court of Appeal.

Funeral Service Employees Local No. 36 of the Upholsterers' International Union of North America made application for certification as bargaining agent for a group of employees of Clark Leatherdale (1968) Ltd. The union claimed at the time of the application that 19 of the 23 employees were members of the union; however, at the hearing before the Labour Relations Board, 13 employees testified that they did not wish to be represented by the union. The

union contended that the company had interfered in the selection of a trade union, in that the company had, by letters, telephone calls and meetings, threatened, intimidated and coerced the employees. The company objected to the application on the ground that the union did not represent a majority of the employees and requested that a vote be taken to satisfy the Board as to the wishes of the majority. The Board did not order a vote, and certified the union without written reasons.

The company then appealed to Manitoba Queen's Bench by way of certiorari to quash the Board's decision. The motion was denied by Wilson, J.

The matter was then appealed to the Manitoba Court of Appeal. In dismissing the appeal, Mr. Justice Hall, J.A., with whom Chief Justice Freedman concurred, said that Mr. Justice Wilson, in refusing to quash the Board's decision, had given a careful and well-considered judgement, in which he stated that: "Within the ambit of the applicable legislation, the Board was master of the issues it was called to decide. The case was muddled by the question of employer interference, however innocent or innocuous that may have been, depending on one's view of the case. The Board was entitled to, and did, form its own opinion, and acted accordingly."

Mr. Justice Hall said that he agreed with the decision of the lower court and in his opinion the Board did not act arbitrarily or contrary to the principles of natural justice. It was the clear duty of the Board to guard against employer interference between the filing of an application and its adjudication. After a full and fair hearing, the Board ordered certification without the taking of a vote, based on membership in good standing at the time of the application, and the decision was within its jurisdiction, under the applicable legislation.

(*RE. Clark Leatherdale (1968) Ltd. and Funeral Service Employees Local No. 36 of The Upholster's International Union of North America*) Manitoba Court of Appeal, July 11, 1972. 29 D.L.R. (3d.) Part 5, p. 567.)

British Columbia Supreme Court awards \$30,000 damages to Union put out of business by illegal acts of rival Union.

The Plaintiff Canadian Ironworkers Union No. 1, brought an action for damages against the defendant International Association of Bridge, Structural and Ornamental Iron Workers Union, Local No. 97, on grounds that the defendant used coercive and illegal tactics to destroy the plaintiff who was its competitor.

The facts are as follows: in 1960 the defendant expelled three of its officers for calling a strike without authority from its international headquarters. The three officers then formed the Canadian Iron Workers Union No. 1 (The Plaintiff). Many members of the defendant union were annoyed at the severity of the punishment, and as a result nearly all of them joined the new union.

In 1964 the plaintiff union brought action against the defendant for intimidation of employers by threats of strikes as members of the plaintiff were hired on jobs where the defendant's members were engaged. Pending the hearing of the action, the plaintiff obtained an interlocutory injunction against the defendant restraining it from any further illegal acts. Later, the defendant was found in contempt for disobeying the injunction order.

The action for damages was dismissed on September 26, 1966. By then, the Plaintiff's membership had decreased from 600 in 1960 to 88. By the end of 1968 it had decreased to five, and then to one. In February 1970 the British Columbia Court of Appeal held that the

defendant was liable (both at common law and by statute) for damages suffered by the plaintiff, arising out of the defendant's illegal acts at the Northwood Pulp incident in October 1964, and for the Hudson Bay incident in July 1966. The Court of Appeal ordered a new trial limited to the assessment of damages in respect of the two incidents and its decision was confirmed by the Supreme Court of Canada on appeal in October 1971.

In November 1972 this action was heard by Mr. Justice Munroe of the British Columbia Supreme Court, who awarded damages of \$30,000 in favour of the plaintiff. In handing down his decision, Mr. Justice Munroe said that, while it was true that the plaintiff was just as aggressive as the defendant in the struggle for members, it did not commit any illegal acts. It was clearly a case where it was necessary for the Court to mark its disapproval of the defendant's outrageous and high-handed conduct with a view to deterring a repetition by the defendant and others of like mind.

Under the Labour Relations Act, it is the right of a person to belong to a trade-union of his own choosing. Therefore, it is not for the Court to say what union a person should join or support, but it is the duty of the Court to ensure that such right is preserved. While the award of damages falls short of completely accomplishing the objective of proving that illegal acts do not pay, it will illustrate that competing trade unions in British Columbia must carry on their quest for members within the law.

(*Canadian Iron Workers Union No. 1 V. International Association of Bridge, Structural and Ornamental Iron Workers Union, Local No. 97*. British Columbia Supreme Court, Nov. 14, 1972, CLLC 14, 151.)

GENERAL TOPICS

EMPLOYMENT REVIEW

Employment declined by 18,000 between November and December, to a total of 8,345,000 but was 220,000, or 2.7 per cent, higher than in December 1971. The labour force at 8,929,000, was 42,000 higher than in November, and 274,000, or 3.2 per cent, higher than in December a year ago. There were 584,000 unemployed persons in December compared with 524,000 in November and 530,000 in December 1971. These figures are not adjusted for seasonality.

The unadjusted unemployment rate representing the actual number of unemployed as a per cent of the labour force, was 6.5 in December and 5.9 in November.

Seasonally adjusted employment. The seasonally adjusted employment level increased to 8,451,000 in December from 8,392,000 in November. The employment level increased for persons 14-24 years of age and women age 25 and over. The level for men was relatively unchanged.

Seasonally adjusted unemployment rate. The seasonally adjusted unemployment rate was 6.8 in December. It increased over the

month for persons 14-24 years age and over. By region, the rate increased in British Columbia and in the Prairies, and decreased in the Atlantic region and Ontario. The rate in Quebec was virtually unchanged.

UNEMPLOYMENT INSURANCE

During December 1972, there were 35,863 investigations completed across Canada. Of these, 23,511 were on-premises investigations and 3,984 were selective investigations to verify the fulfilment of statutory conditions.

The remaining 3,569 formal investigations and 4,799 post audit investigations were in connection with claimants suspected of making false statements to obtain benefits.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 3,242. Prosecutions were begun in 50 cases, all against claimants.

Correction

The first news brief on page 125 of the March Gazette refers to "Minister of Manpower and Immigration Robert." This should have read "Minister of Manpower and Immigration Robert Andras."

U.S. EMPLOYMENT, DECEMBER

The seasonally adjusted unemployment rate in December was 5.2 per cent, unchanged from the previous month; the actual rate was 4.7 per cent compared with 4.9 per cent in November. The number of unemployed persons, 4,500,000, was also unchanged. The civilian labour force was 86,997,000.

APRIL CREDITS

Photos. NFB: Cover, p. 202, 206, 207, 209, 210, 219. Marcel Ray Photographers, Toronto, Ont.: p. 191. Australian Information Service: p. 195. Sam Reiss Photographer, New York City: p. 197. The Public Archives of Canada: p. 198. Ray McFadden, Toronto: p. 200. Murray Mosher Photo Features, Ottawa: p. 213, 215. Toronto Star Syndicate, Toronto: p. 242. CN Photo: p. 252. Murray MacGowan Photographer, Ottawa: p. 257.

Certification before the CLRB, p. 250, is prepared by the Employee Representation Branch of the Department.

Conciliation before the Minister of Labour, p. 249, originates with the Conciliation and Arbitration Branch of the Department.

CONCILIATION

During January the Minister of Labour appointed conciliation officers to deal with the following disputes:

Air Canada and Canadian Air Line Employees' Association (representing employees of the Air Canada Finance Branch—Winnipeg) (Conciliation Officer: A. E. Koppel).

Westinghouse Canada Limited (Atomic Power Division), Port Hope, Ontario, and the International Union of District 50, Allied and Technical Workers of the United States and Canada, Local 14193 (Conciliation Officer: K. Hulse).

Charterways Transportation Limited (Air Terminal Transport Division), Mississauga, Ontario, and Fuel, Bus, Limousine, Petroleum Drivers and Allied Employees, Local Union No. 352 (Conciliation Officer: M. Carson).

Canadian Arsenals Limited (Small Arms Division, Long Branch), Toronto, Ontario, and Canadian Union of Operating Engineers, Local 101 (Conciliation Officer: M. Carson).

Manitoba Pool Elevators; National Grain (1968) Limited; Parrish and Heimbecker Limited; Richardson Terminals Limited; Saskatchewan Wheat Pool; United Grain Growers Limited, and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, Lodge 650 (Conciliation Officer: A. E. Koppel).

Rivtow Marine Limited; Straits Barge Limited and Straits Towing Limited, Vancouver, B.C., and International Union of Operating Engineers, Local 115 (Conciliation Officer: D. H. Cameron).

Sea-Span International Ltd., North Vancouver, B.C., and International Union of Operating Engineers, Local 115 (Conciliation Officer: D. H. Cameron).

CP Air, Vancouver International Airport, and Brotherhood of Railway, Airline and Steamship Clerks (representing clerical employees in the accounting and computer services department, Vancouver) (Conciliation Officer: D. H. Cameron).

Cassiar Asbestos Corporation Limited, Clinton Creek, Y.T., and Canadian Mine Workers, Local No. 1 (Conciliation Officer: R. F. Langford).

Victoria Cablevision Limited, Victoria, B.C., and International Brotherhood of Electrical Workers, Local 230 (representing technical employees) (Conciliation Officer: D. H. Cameron).

Settlements by conciliation officers. The City of Whitehorse, Yukon Territory, and the International Union of Operating Engineers, Local 115 (Conciliation Officer: George W. Rogers) (LG, March, p. 177).

CHRC Limitée, Québec, Que., and National Association of Broadcast Employees and Technicians (Conciliation Officer: G. R. Doucet) (LG, March, p. 177).

Central Mortgage and Housing Corporation, Ottawa, Ontario, and Public Service Alliance of Canada (Head Office Printing Unit) (Conciliation Officer: M. Carson) (LG, March, p. 177).

General Aviation Services Ltd., Dorval, Québec, and International Association of Machinists and Aerospace Workers, Lodge 2300 (Conciliation Officer: S. T. Payne) (LG, Feb., p. 107).

Canada Coachways (Alberta) Ltd., Calgary, Alberta, and Amalgamated Transit Union, Division 1374 (Conciliation Officer: A. A. Franklin) (LG, Feb., p. 107).

Victoria Cablevision Ltd., Victoria, B.C., and International Brotherhood of Electrical Workers, Lodge 230 (Conciliation Officer: R. F. Langford) (LG, Jan., p. 54).

Conciliation boards appointed. British Columbia Telephone Company, Vancouver, B.C., and Federation of Telephone Workers of British Columbia (representing employees of Traffic, Plant and Clerical Divisions) (LG, March, p. 177).

Radio Futura Ltée, (CKVL), Verdun, Québec, and le Syndicat général de la radio (CSN) CKVL (LG, Dec. 1972, p. 642).

Conciliation board fully constituted. The Board of Conciliation and Investigation established to deal with a dispute between Canadian National Hotels Limited (Nova Scotian Hotel), Halifax, N.S., and Hotel and Restaurant

Employees and Bartenders' International Union, Local 662 (LG, March, p. 177) was fully constituted with the appointment of A. M. MacIntosh, Q.C. of New Glasgow, N.S., as chairman. Mr. MacIntosh was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee William Cox, and union nominee Thomas Shiers, both of Halifax.

Settlement reached after conciliation board procedure. Lakehead Harbour Commission, Thunder Bay, Ontario, and Lakehead Harbour Police Association (LG, Feb. p. 108).

Strike action. Wardair Canada Ltd., Edmonton, Alberta, and Canadian Air Line Flight Attendants' Association (strike commenced January 12 (LG, March, p. 177).

CERTIFICATION

The Canada Labour Relations Board met for three days during January. The Board granted eleven applications for certification, rejected one, and permitted the withdrawal of one. It issued Reasons for Judgment accepting jurisdiction in an application for certification without a determination on the merits of the application, and granted one application for revocation of certification. During the month, the Board received 12 applications for certification.

Reasons for Judgment issued. In accepting jurisdiction in an application for certification of the bargaining agent made by Local 6, Communications Workers of America, on behalf of a unit of employees of Northern Telephone Limited, New Liskeard, Ont. The Board is of the opinion that the business of the company is a "federal work, undertaking or busi-

ness" within the meaning of Part V of the Canada Labour Code (Industrial Relations) and that the Board has jurisdiction to proceed with consideration of the application on its merits (LG, Oct. 1972, p. 544). (Reasons for Judgment issued as Supplement No. 8, 1972).

Applications for certification granted. Local 9-102, Oil, Chemical and Atomic Workers' International Union, was certified as the bargaining agent of separate units of longshoremen employed in the Port of Montreal by St. Lawrence Stevedoring Company Limited and by Montreal Stevedoring Corporation (LG 1971, p. 631).

Public Service Alliance of Canada was certified as the bargaining agent of a unit of employees of National Harbours Board employed by its Head Office, Ottawa, Ont., (LG, Dec. 1972, p. 640).

International Longshoremen's Association, Local 1845, was certified as the bargaining agent of three separate units of stevedores em-

ployed in the loading and unloading of cargoes to and from coastwise ships in the Port of Montreal by Eastern Canada Shipping (1972) Inc., Rail & Water Terminal of Montreal Ltd., and Turbis Shipping Ltd/Ltée. (LG, Feb., p. 109).

Seafarers' International Union of Canada was certified as the bargaining agent of a unit comprising all the unlicensed employees employed by Canadian Pacific Limited aboard the S.S. "Henry Osborne" (LG, Feb., p. 110).

Canadian Brotherhood of Railway Transport and General Workers was certified as the bargaining agent of a unit comprising all the licensed engineers, excluding chief engineer, employed by Canadian Pacific Limited aboard the S.S. "Henry Osborne" (LG, Feb., p. 110).

Local Union No. 2228, International Brotherhood of Electrical Workers, was certified as the bar-

bargaining agent of a unit of technicians and mechanics employed by ITT Canada Limited, Guelph, Ont., in its Technical and Support Services Division and working on or in support of the Canadian North East Wideband System at Saglek, Goose Bay, Melville, and Hopedale, Labrador; Resolution Island, NWT; and Stephenville and St. John's, Nfld. (LG, Feb., p. 110).

General Truck Drivers and Helpers' Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, was certified as the bargaining agent of a unit of truck drivers employed by Coast Ferries Limited, Richmond, B.C. (LG, Feb., p. 110).

Pacific Pilotage Employees' Union, Local 1678, CLC, was certified as the bargaining agent of a unit of deckhands and office employees employed by the Pacific Pilotage Authority, Vancouver, B.C. (LG, Feb., p. 110).

Application for certification rejected. General Truck Drivers' Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, North Queen Transport Limited, Etobicoke, Ont., respondent, and Oil and Gas Technicians, Service, Domestic and General Workers' Union, Local 1267, intervener. The Board found that the employees comprising the bargaining unit, for which the applicant sought certification as bargaining agent, were not employed upon or in connection with the operation of a work, undertaking or business to which the provisions of Part V of the Canada Labour Code (Industrial Relations) apply. The application for certification was rejected accordingly (LG, Dec. 1972, p. 640).

Application for revocation of certification granted. The Board granted the application made by

Steve Ochoski and Cecil McKnight on behalf of a group of employees of The Sudbury Broadcasting Company Limited, Sudbury, Ont., for revocation of the Board's Order issued on April 28, 1971. The application had certified the National Association of Broadcast Employees and Technicians as the bargaining agent for a unit of operational employees of radio stations CHNO and CFBR operated by the company. Neither NABET nor the company opposed the application (LG, Jan., p. 58).

Application for certification withdrawn. Seafarers' International Union of Canada, applicant, and Canadian Offshore Marine Limited, Halifax, N.S., respondent (unlicensed employees aboard service boats). (LG, Mar., p. 176).

Applications for certification received. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of highway drivers employed by Reimer Express Lines Limited, Winnipeg, Man. (Investigating Officer: A. E. Koppel). Miscellaneous Workers, Wholesale and Retail Delivery Drivers and Helpers' Union, Local 351, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of B.D.C. Ltd., Vancouver, B.C. (Investigating Officer: R. F. Langford).

Syndicat général des Communications on behalf of a unit of employees of Radio Joliette Ltée (CJLM), Joliette, Que., (Investigating Officer: S. T. Payne).

United Brotherhood of Carpenters and Joiners of America, Local 1325, on behalf of a unit of employees of Con-Force Products Ltd., Edmonton, Alta. (employees in the Northwest Territories) (Investigating Officer: A. A. Franklin).

General Truck Drivers' Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America

on behalf of a unit of owner-operators employed in Metropolitan Toronto by Midland Superior Express Limited, Rexdale, Ont. (Investigating Officer: M. K. Carson).

Syndicat général des Communications on behalf of a unit of employees employed by Radio Richelieu Ltée, Sorel, Que. (Investigating Officer: S. T. Payne).

Canadian Merchant Service Guild on behalf of a unit of deck officers employed by Canadian Pacific Limited, Montreal, Que., aboard the S.S. "Henry Osborne", (Investigating Officer: R. L. Kervin).

Syndicat général des Communications on behalf of a unit of employees of CJRS Radio Sherbrooke Ltée, Sherbrooke, Que. (Investigating Officer: S. T. Payne).

International Longshoremen's Association, Local 1976, on behalf of a unit of employees employed by Canadian National Railways, Montreal, Que., employed at Mulgrave, N.S. (Investigating Officer: R. L. Kervin).

Association des employés de CJLM Radio Joliette Ltée F.C.A.I., on behalf of a unit of employees of CJLM Radio Joliette Ltée, Joliette, Que. (Investigating Officer: S. T. Payne).

Syndicat Général des Cinémas et de la Télévision on behalf of a unit of Canadian Broadcasting Corporation employees employed in Chicoutimi, Que. (Investigating Officer: M. Archambault).

Application for revocation of certification. Lufthansa German Airlines, Toronto, Ont., applicant company, and the International Association of Machinists and Aerospace Workers, respondent union, in respect of the order of certification issued by the Board to the respondent union under date of January 25, 1972 on behalf of a unit of mechanics employed at the Montreal International Airport, Dorval, Que.



RAILWAY ARBITRATION

Case No. 392. Dispute between Canadian Pacific Limited and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over the level of pay for a typist.

A clerical employee was laid off in October 1971 and re-employed in November, when she was classified as a typist at the F-1 level.

The union contended that she should have been classified at the F-2 level, basing its stand on a letter of understanding, dated December 15, 1969, that stated: "Present employees in the typists' classification will be slotted at the F-2 level, but new employees entering the service subsequent to December 15, 1969 will be slotted at the F-1 level."

The company's position was that, under the same letter of understanding, the F-1 level was the appropriate one.

The arbitrator ruled that the grievor was not in the typists' classification at the time of the letter of understanding and so was not affected by it, and when recalled in November, although not a "new employee entering the service," she was new in the typists' classification, which the letter of understanding dealt with.

Because he saw no reason why a person in her situation should have the benefit of the special treatment for incumbent typists, the arbitrator ruled that she was properly slotted at the F-1 level and dismissed the grievance.

Case No. 393. Dispute between Canadian National Railway Company and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over working through meal periods for straight time rates.

Employees were being asked to work through their lunch period and subsequently allowed twenty minutes for lunch. The union contended that they should be paid at overtime rates.

The company contended the matter was governed by an article (12.8) providing that "If time in which to eat is not allowed within the agreed time limit, and is worked, such time shall be paid for at the hourly rate and twenty minutes for lunch, without deduction in pay, shall be allowed at the first opportunity."

The arbitrator pointed out that there was no ambiguity in the provisions. "It is quite clear as to the rate to be paid. What is not expressly set out in the agreement, however, is whether or not such time is to be utilized in computing overtime." He continued, "no reason appears why time worked during what would otherwise have been a lunch period should not be included. The provision of a subsequent opportunity to have lunch is not a sufficient reason to distinguish this from other periods of time . . . or to conclude that the net effect of the paid twenty-minute lunch period is equivalent to the payment of overtime for the time worked. In any event, there are cases, depending on the length of the lunch period, where this could not be the case. Accordingly, it is my conclusion that in calculating overtime, time worked during a meal period paid pursuant to Article 12.8 may be utilized.

The grievance was allowed.

DECISIONS OF THE UMPIRE

The representative claimant, who had been employed as a purchasing assistant from August 15, 1960 to March 19, 1971, when he was laid off because of a shortage of work, filed an application for benefit on March 22. He was a member of Local 1525, UAW, Technical, Office and Professional Employees.

The insurance officer's submission to the board of referees stated that a labour dispute existed at the Company where the claimant was employed, between the company and the UAW local representing the plant employees. There was one other union on the premises, representing the powerhouse workers. The plant workers' local went on strike on March 4, but members of the claimant's local, Local 1525 UAW, comprising the office workers, six male powerhouse workers whose grades or classes are covered by Local 105, Canadian Union of Operating Engineers, and 128 male and 12 female employees who were non-union, supervisory or managerial staff, continued to report for work, crossing the picket lines without incident.

On March 12, the Company posted a notice "to all office employees" which read: "In view of the stoppage of work in the plant, the Company notifies its . . . Works office employees that their employment is subject to temporary interruption on or after Friday, March 19, 1971, if this work stoppage continues."

On that date, 83 male and 31 female office employees were laid off due to a "temporary interruption of their work." This layoff was, according to the insurance officer and the personnel office at the Company plant, a direct result of the strike by the plant workers' local.

The insurance officer found that as a portion of the dues paid by members of Local 1525 (office employees) was disbursed by the union to striking members of the plant workers' local, the members of Local 1525 were financing the dispute.

On April 2, the insurance officer notified the claimant that he was disqualified from receiving benefit from March 21, 1971, within the meaning of Sec. 63 of the Act (1955) because he had lost his em-

ployment by reason of a work stoppage due to a labour dispute "at the factory, workshop or other premises" at which he was employed. On April 29, the officer reported that the disqualifications imposed under Sec. 63 were terminated on April 10, 1971.

In his appeal to the board of referees, dated April 22, the claimant contended that he had fulfilled all the requirements of the Act to qualify for benefits.

The board met on May 13, the claimant, who attended the session was represented by three officers of the UAW.

It was argued that the claimant did not lose his employment as a result of the work stoppage and that there was no relationship between the claimant's layoff on March 19, 1971, and the work stoppage which took place on March 4.

According to the written evidence, the board noted, the Assistant to the Personnel Services Manager at the Company had reported that the interruption of the claimant's work was a direct result of the strike.

The majority of the board decided that there was a labour dispute at the premises where the claimant was employed; that there was a work stoppage attributable to the dispute at these premises; and that the claimant had lost his employment because of such work stoppage. The claimant had not proved that there was no participation, financing or direct interest

on his part or on the part of any members of his grade or class of workers who, immediately before the stoppage commenced, were employed at the premises where it took place.

The appeal was disallowed by the majority of the Board, and on June 1, 1971, the claimant appealed to the Umpire.

Following is the text, in part, of the observations of the Commission's Chief, Entitlement Determination.

"... In investigating the circumstances of the dispute and stoppage of work that existed at the Company premises, it was revealed that strike pay was paid to the members of Local 27, International Union of United Automobile, Aerospace and Agricultural Workers of America (UAW), effective March 12, 1971. The claimant and other office workers laid off as a result of the work stoppage, were members of Local 1525, Technical, Office and Professional Employees, UAW, which was a local of the same international union as Local 27 referred to above. It was learned also that strike pay was paid from a central fund comprised of membership dues collected from all members of the various locals...

"It was considered that the office workers, members of local 1525, lost their employment as a result of the work stoppage resulting from a labour dispute at the premises where they were employed and that they could not prove relief from disqualification under Sec. 63(2) of the Unemployment Insurance Act (1955) as they were financing the dispute of the strik-

ing workers, members of Local 27 of the same international union, and were subject to disqualification under Sec. 63(1) of the Act (1955)

"... The board of referees heard the case on May 13, 1971 ... The union's argument was that the lay-off of the office workers was not directly attributable to the stoppage of work arising from the labour dispute. This was supported by the fact that the layoffs did not take place on March 4, 1971, when the stoppage occurred, but on March 19, 1971, two weeks later. It was argued that the jobs of the employees who were laid off did not cease entirely but were carried on by the remaining office workers along with other jobs..."

The majority members of the board of referees decided, on the basis of the written and oral evidence presented, that the office employees did lose their employment as a direct result of the stoppage of work at the plant as stated by the employer ... and that the disqualifications should be upheld. The dissenting member held the view that the layoff of the employees was a decision of management unconnected with the dispute.

"... The only evidence that the layoffs were a direct result of the dispute between the employer and Local 27 are the statements of the employer ... It is not unreasonable to accept that the work performed by the office employees would decrease as the stoppage of work in the plant continued since most of their work must be contingent on the work in the

plant in relation to payroll and other staff records, production records and other related clerical functions. There is no reason to doubt the employer's explicit statements ... that the layoffs resulted from the stoppage of work at the premises."

The case was heard by the Umpire on February 22, 1972. The claimant attended the hearing and appearing on behalf of Local 1525, UAW, Technical, Office and Professional Workers were the President and two international representatives. The Commission was represented by its regional legal counsel and by its Chief, Adjudication Division for the Ontario Region.

At the hearing before the Umpire the issue was whether the represented claimants had lost their employment "by reason of" a stoppage of work attributable to a labour dispute.

The Registrar in the Office of the Umpire argued that the loss of employment was not "by reason of" the stoppage of work, which admittedly was due to the labour dispute and strike at the premises. It is necessary to consider the meaning of the words "by reason of," as used in Sec. 63(1) of the Act.

The Registrar has done research into the jurisprudence on the question and has drawn to my attention two British and one Canadian decisions in similar situations where claimants who had lost their employment in such situations had lost their employment owing to a trade dispute.

British Umpire's decisions:

Case No. 7056, in which a colliery deputy was discharged in consequence of a shortage of work resulting from a strike by the miners employed at the colliery. The Umpire's decision was as follows:

The application had been employed for 10 years ending December 18, 1923, as a colliery deputy and his employer reported that he lost the employment in consequence of a stoppage of work caused by a strike of the miners employed at the colliery.

Case No. 2859/1926. Six applicants, normally employed as pitman, repairer, fireman, shoer, surface worker and electrician at a colliery, lost employment on June 12, 1926. Their claims for unemployment benefit were disallowed on the ground that they had lost employment by reason of a stoppage of work due to a trade dispute.

Although a national stoppage of work at the mines, due to a dispute regarding wages and conditions of work, commenced on April 30, 1926, the applicants remained at work. They did not receive notice terminating their engagements as did the other colliery workers and were not members of any union involved in the dispute. They continued at work until June 12, when they were suspended, in some cases wholly and in others partly, from employment until a settlement was reached in the miners' dispute. The employer reported that this course was necessary as no further work was available through any fault of their own.

Recommended by the Court of Referees that the claims should be allowed. The Court were of the opinion that the applicants were not interested in the mining dispute and were not of a grade or class of workers participating in, financing or directly interested in the dispute.

It was subsequently ascertained that the work performed by the applicants since the stoppage began consisted of repairs to machinery plant; and that although suspended they would probably be called upon if any urgent work were required to be done. All other men employed at the colliery, with the exception of the safety men, were involved in the stoppage.

In the (British and Canadian) cases cited a distinction was made or implied between (a) a loss of employment that is a direct result of a work stoppage attributable to a labour dispute at the premises where the dispute occurs, and (b) loss of employment that is due to some cause alien to, or outside of, the dispute and resulting work stoppage, such as a shortage of work arising in the ordinary course of business.

I think that the interpretation applied in the authorities I have cited is more in keeping with the intention of Parliament expressed in Sec. 63 than is the interpretation urged by the Registrar. Apart from those authorities I think that the words "by reason of" do not have the restricted meaning urged by the Registrar. The word "reason" has a variety of meanings. Among the meanings given in the Oxford Dictionary are "a fact or circumstance forming a ground or motive leading, or sufficient to lead, a person to adopt some course of action;" "a ground or cause of something." Section 63 should be read as a whole. Subsections (1) and (2) are complementary. They provide a scheme for dealing with labour

dispute situations. Parliament recognized that there may be stoppages of work attributable to labour disputes and loss of employment at the premises concerned, because of such stoppages, and . . . of those who lose their employment, some will be connected with the dispute and some will not. Relief against disqualification was provided by Parliament in subsection (2) to those who are not connected with the dispute, but not to those who are connected with it. In a given case, including this case, consideration must be given by the adjudicating authorities to the cause of, the reason for, the loss of employment. In some cases the reason may be so unrelated to the dispute and work stoppage or so influenced by other factors, that it would not be reasonable to say that the loss of employment was "by reason of" the stoppage; but where the stoppage can be reasonably considered to be the principal or predominant ground for, or cause of the loss of employment, such loss would, in my opinion, be "by reason of" the stoppage, within the meaning of Sec. 63(1). Entitlement to relief from any resulting disqualification would depend upon whether the employee brings himself within subsection (2).

On that interpretation, my conclusion in this appeal is that the majority decision of the board of referees was a proper decision.

The appeal is dismissed.

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No. 1—Rosenberg, Nathan. The economics of technological change: selected readings, edited by Nathan Rosenberg. Harmondsworth [Eng.] Penguin [1971] 509 p.

CANADA. DEPARTMENT OF LABOUR

No. 2—Atherton, James J. The Department of Labour and industrial relations, 1900-1911. [Ottawa] Carleton University, 1972. 411 p.

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No. 3—Beal, Edwin Fletcher. The practice of collective bargaining [by] Edwin F. Beal, Edward D. Wickersham [and] Philip Kienast. 4th ed. Homewood, Ill., R. D. Irwin, 1972. 792 p.

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No. 17—Aurand, Harold Wilson. From the Molly Maguires to the United Mine Workers; the social ecology of an industrial union, 1869-1897. Philadelphia, Temple University Press [c1971] 221 p.

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No. 18—Annual handbook for group facilitators. Edited by J. William Pfeiffer [and] John E. Jones. [1st ed.] Iowa City, Iowa, University Associates [1972].

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No. 22—Bradwin, Edmund William. The bunkhouse man; a study of work and pay in the camps of Canada, 1903-1914. Introduction by Jean Burnet. [Toronto] University of Toronto Press [1972] 249 p.

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No. 25—Fédération des industries belges. Les juridictions du travail. Bruxelles, 1971. 112 p.

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No. 27—Great Britain. Department of Employment. Industrial relations code of practice. [London, HMSO, 1972] 31 p.

No. 28—Newfoundland. Royal Commission on Labour Legislation in Newfoundland and Labrador. Report. [St. John's, Queen's Printer] 1972. 561 p.

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No. 31—Bergeron, André. Confédération Force ouvrière. 2e éd. revue et augmentée. Paris, Epi, 1972. 119 p.

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No. 35—Potichnyj, Peter J. Soviet agricultural trade unions, 1917-70. [Toronto] University of Toronto Press [1972] 258 p.

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No. 37—Mold, Howard P. The mechanics of management by objectives; preparing and writing objectives. [Pasadena, Industrial Relations Center, California Institute of Technology, 1972] 22 p.

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No. 39—Fermeture d'entreprises et licenciements collectifs. [Bruxelles] Fédération des Industries belges [1972] 118 p.

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No. 48—Lupton, Thomas, ed. Payment systems; selected readings. [Harmondsworth, Eng.] Penguin Books [1972] 381 p.

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WOMEN—LEGAL STATUS, LAWS, ETC.

No. 50—Reische, Diana L., comp. Women and society. New York, H. W. Wilson, 1972. 234 p.

WORKS COUNCILS

No. 51—Germany (Federal Republic) Laws, Statutes, etc. German Works Council Act 1972, effective January 19, 1972. Translation by Heinrich Beinhauer. New York, Commerce Clearing House [c1972] 132 p.

ABOUT STATISTICS

Principal Items	Date	Amount	Percentage Change from	
			Previous Month	Previous Year
(in thousands)				
TOTAL CIVILIAN LABOUR FORCE*				
Week ended January 13, 1973		8,881	— 0.5	+ 3.5
Employed.....	January	8,193	— 1.8	+ 3.5
Agriculture.....	"	400	— 2.0	— 4.8
Non-agriculture.....	"	7,792	— 1.8	+ 3.9
Paid workers.....	"	7,248	— 1.8	+ 4.2
At work 35 hours or more.....	"	6,395	— 3.6	+ 2.7
At work less than 35 hours.....	"	1,440	— 0.5	+ 6.0
Employed but not at work.....	"	357	+ 36.8	+ 7.5
Unemployed.....	"	688	+ 17.8	+ 3.5
Atlantic.....	"	87	+ 29.9	+ 2.4
Québec.....	"	247	+ 19.9	+ 6.0
Ontario.....	"	170	+ 11.1	+10.1
Prairie.....	"	89	+ 12.7	+12.7
British Columbia.....	"	95	+ 20.3	+20.3
Without work and seeking work.....	"	634	+ 15.9	+ 3.8
On temporary layoff up to 30 days.....	"	55	+ 48.6	+ 1.9
INDUSTRIAL EMPLOYMENT (1961 = 100)†.....				
Manufacturing employment (1961 = 100)†.....	October	133.3	— 0.2	+ 2.2
	"	126.4	— 0.7	+ 2.3
IMMIGRATION.....				
Destined to the labour force.....	1st 6 mos. 1972	86,787	—	— 7.7
	"	42,417	—	—10.3
STRIKES AND LOCKOUTS.....				
Strikes and lockouts.....	December	78	— 15.2	— 3.7
No. of workers involved.....	"	11,318	— 65.4	—20.1
Duration in man days.....	"	155,220	— 57.9	+ 1.7
EARNINGS AND INCOME.....				
Average weekly wages and salaries (ind. comp.)†.....	October	153.23	+ 0.6	+ 7.8
Average hourly earnings (mfg.)†.....	"	3.61	+ 0.6	+ 7.8
Average weekly hours paid†.....	"	40.7	—	+ 1.0
Consumer price index (1961 = 100).....	"	142.0	+ 0.1	+ 5.3
Index numbers of weekly wages in 1961 dollars (1961 = 100)†.....	"	138.8	+ 0.4	+ 3.7
Total labour income (Millions of dollars)†.....	"	4,954.1	+ 0.2	+10.7
INDUSTRIAL PRODUCTION†.....				
Total (average 1961 = 100).....	December	203.3	+ 0.5	+ 8.6
Manufacturing.....	"	198.5	+ 1.3	+ 7.9
Durables.....	"	227.1	+ 0.9	+ 7.9
Non-durables.....	"	175.9	+ 1.6	+ 8.0
NEW RESIDENTIAL CONSTRUCTION**.....				
Starts.....	December	14,106	— 25.8	—
Completions.....	"	16,328	— 17.0	—
Under construction.....	"	163,641	— 1.4	—

*Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.

†Advance data.

‡Preliminary.

*Centres of 10,000 population or more.

STRIKES AND LOCKOUTS

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to 10 or more man-days. The number of workers involved includes all workers reported on strike or lockout, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

STRIKES AND LOCKOUTS, 1967-1972

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	Per Cent of Estimated Working Time
1968	559	582	223,562	5,032,730	0.31
1969	566	595	306,799	7,751,880	0.40
1970	503	542	261,706	6,539,560	0.39
†1971	547	569	239,631	2,866,590	0.16
*1972	492	532	690,667	7,848,360	0.41
1971-December	27	81	14,171	152,590	0.10
†1972-January	39	80	16,967	133,640	0.09
February	35	78	28,153	239,330	0.16
March	40	89	231,680	370,120	0.21
April	43	94	232,930	1,831,840	1.37
May	53	108	62,721	936,600	0.59
June	58	118	118,294	1,195,060	0.74
*July	36	106	92,102	1,162,030	0.71
*August	29	89	36,823	647,360	0.38
*September	42	93	33,211	467,310	0.32
*October	31	78	29,501	419,520	0.27
*November	37	92	32,703	368,520	0.24
*December	19	78	11,318	155,220	0.11

* Preliminary. † Revised.

STRIKES AND LOCKOUTS, DECEMBER, 1972, BY INDUSTRY, (PRELIMINARY)

Industry	Number Beginning During Month	In Effect During Month		
		Strikes and Lockouts	Workers Involved	Man-Days
Forestry	—	—	—	—
Mines	1	3	603	10,960
Manufacturing	9	40	4,650	66,160
Construction	—	8	2,357	44,790
Transportation and utilities ..	3	7	1,300	7,420
Trade	4	10	999	11,650
Finance	—	—	—	—
Service	1	8	1,173	13,310
Public administration	1	2	236	930
ALL INDUSTRIES	19	78	11,318	155,220

STRIKES AND LOCKOUTS, DECEMBER, 1972, BY JURISDICTION (PRELIMINARY)

Jurisdiction	Number Beginning During Month	In Effect During Month		
		Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	1	6	651	11,710
Prince Edward Island	—	—	—	—
Nova Scotia	1	2	125	710
New Brunswick	2	2	89	1,460
Quebec	6	23	3,330	35,840
Ontario	4	17	3,542	53,510
Manitoba	1	5	160	2,300
Saskatchewan	1	4	326	6,080
Alberta	1	3	263	4,610
British Columbia	1	12	1,752	33,280
Federal	1	4	1,080	5,720
ALL JURISDICTIONS	19	78	11,318	155,220

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, DECEMBER 1972
(PRELIMINARY)**

Industry	Employer	Workers Involved	Duration in Man-Days		Starting Date	Major Issues
					Termination Date	
Location	Union		December	Accumulated		Result
Lines						
METAL						
Lornex Mining Corp., Highland Valley, B.C.	Steelworkers Loc. 7619 (AFL-CIO/CLC)	400	7,600	49,600	July 3 —	Hours of work—
Mines de la Madeleine, Ste. Anne des Monts, Qué.	Steelworkers Loc. 7381 (AFL-CIO/CLC)	153	2,910	5,050	Nov. 13 —	Wages, policy of employment, length of contract—
Manufacturing						
FOOD AND BEVERAGES						
Dare Food (Biscuit Division) Ltd., Kitchener, Ont.	Brewery Workers Loc. 173 (AFL-CIO/CLC)	380	7,220	55,630	May 26 —	Wages, hours—
Bonavista Cold Storage Ltd., Bonavista, Nfld.	Food Workers Loc. 1253 (AFL-CIO/CLC)	357	7,140	46,240	June 29 —	Wages, hours, overtime pay, paid holidays—
Chaîne Cooperative du Saguenay, St-Bruno, Lac St-Jean, Qué.	Commerce Employees (CNTU)	330	330	25,740	Aug. 14 Dec. 4	Wages, hours, other benefits—17% wage increase over a period of 39 months; other improvements.
McGavin Toastmaster Ltd. & Weston Bakeries, Regina, Sask.	Bakery Workers Loc. 428 (AFL-CIO/CLC)	225	4,280	10,140	Oct. 25 —	Wages, hours, other benefits—
TEXTILES						
Wabasso Ltd., Empire Division, Welland, Ont.	United Textile Workers Loc. 155 (AFL-CIO/CLC)	500	9,500	9,500	Dec. 1 —	Wages—
KNITTING MILLS						
Regent Knitting Mills, St. Jérôme, Qué.	United Textile Workers Loc. 1667 (AFL-CIO/CLC)	250	4,000	4,250	Nov. 30 Dec. 26	Job security—Return of workers when agreement reached.
WOOD						
MacMillan Bloedel Ltd., Red Band, B.C.	Woodworkers Loc. 1-217 (AFL-CIO/CLC)	190	3,610	25,460	June 19 —	Not reported—
Canadian Forest Products, Hunting-Merritt, B.C.	Woodworkers Loc. 1-427 (AFL-CIO/CLC)	200	3,800	14,800	Sep. 13 —	To protest against the suspension of fellow workers for alleged slowdown—

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, DECEMBER 1972 (PRELIMINARY) (CONT.)

Industry			Duration in Man-Days		Starting Date	
Employer				Accu-	Termination	Major Issues
Location	Union	Workers Involved	December	mulated	Date	Result
Northwood Pulp Sawmill Div., Prince George, B.C.	Woodworkers Loc. 1-424 (AFL-CIO/CLC)	250	4,750	16,500	Sep. 25 —	Not reported—
Canada Flooring, Montreal, Qué.	Carpenters Loc. 2873 (AFL-CIO/CLC)	375	380	2,630	Nov. 23 Dec. 2	Not reported—Not reported.
PRIMARY METALS						
Newfoundland Steel Co., St. John's, Nfld.	Steelworkers Loc. 7144 (AFL-CIO/CLC)	150	1,800	1,800	Dec. 12 —	Demanding the withdrawal of a warning given to an employer for refusing to work improperly assigned job—
METAL FABRICATING						
Locweld & Forge Products Ltd., Montreal, Qué.	Steelworkers Loc. 2366 (AFL-CIO/CLC)	160	3,040	25,120	July 25 —	Not reported—
MACHINERY						
McGraw-Edison of Canada Ltd., Etobicoke, Ont.,	Steelworkers Loc. 5466 (AFL-CIO/CLC)	165	990	6,030	Oct. 18 Dec. 11	Wages—9% wage increase 1st yr., 8% 2nd-yr., 7% the 3rd-yr. improved fringe benefits.
NON-METALLIC MINERAL PRODUCTS						
Cegelec Industrie Inc., La Prairie, Qué.	Metallurgists' Miners and Chemical Workers Federa- tion (CNTU)	170	3,230	27,540	May 10 —	Delayed negotiations in a new contract—
Construction						
Canadian Electrical Manufacturers Assoc., Province-wide, Ont.	Elevator Con- structors Loc. 90 (AFL-CIO/CLC)	1,200	22,800	97,830	Aug. 29 —	Protest over lack of progress in negotiations for a national con- tract—
Canadian Elevator Manufacturers, Lower Mainland, B.C.	Elevator Con- structors Loc. 82 (AFL-CIO/CLC)	227	4,310	17,480	Sep. 8 —	Protest over lack of progress in negotiations for a national con- tract—
The Canadian Eleva- tor Manufacturers, Montreal Québec, Qué.	Elevator Con- structors Loc. 89 & 101 (AFL-CIO/CLC)	600	11,400	43,200	Sep. 15 —	Protest over lack of progress in negotiations for a national con- tract—
The Canadian Eleva- tor Manufacturers, Edmonton and Calgary, Alta.	Elevator Con- structors Loc. 122 & 130 (AFL-CIO/CLC)	200	3,800	11,600	Oct. 5 —	Wages, fringe benefits, union jurisdiction—

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, DECEMBER 1972
PRELIMINARY) (CONT.)**

Industry			Duration in Man-Days		Starting Date	
Employer		Workers Involved	Accu- December mulated		Termination Date	Major Issues
Location	Union					Result
Transportation and Utilities						
TRANSPORTATION						
*Nordair Ltd. of Montreal, Quebec, Ontario and Northwest Territories.	Machinists and Aerospace Workers Loc. 2309 (AFL-CIO/CLC)	240	4,560	7,680	Nov. 14 —	Job security, wages, other improvements—
Sandwich, Windsor and Amherstburg Railway, Windsor area, Ont.	Transit Union Loc. 616 (AFL-CIO/CLC)	184	1,330	1,330	Dec. 22 —	Wages—
COMMUNICATION						
*Post Office Department, Metro Toronto, Ont.	Canadian Union of Postal Workers (CLC)	800	400	400	Dec. 8 Dec. 8	Slowness in contract negotiation—Return of workers.
Trade						
Sobey Stores Ltd. (two stores) Sydney & Sydney River, N.S.	Food Workers Loc. 268 (AFL-CIO/CLC)	118	660	2,200	Nov. 10 Dec. 11	Wages, job security, other benefits—Return of workers when a new agreement was reached.
Great Atlantic and Pacific Tea Co. Ltd., Metro Toronto, Ont.	Retail, Wholesale Employees, Loc. 414 (AFL-CIO/CLC)	225	4,280	7,430	Nov. 12 —	Wages, seniority, job postings, job security—
Daudelin-Presto and others, Montreal, Qué.	Retail Clerks Loc. 500 (AFL-CIO/CLC)	343	3,090	3,430	Nov. 30 Dec. 13	Wages—\$15 per wk. wage increase eff. Sep. 11, 1972, \$13 Sep. 11, 1973; other improved benefits.
Benjamin News Co. Ltd., Montreal, Qué.	Teamsters Loc. 931 (IND.)	155	1,090	1,090	Dec. 21	Not reported—
Service						
EDUCATION						
Greater Victoria School District & Camosun College, Victoria, B.C.	Public Employees, Locs. 382 947 (CLC)	415	7,890	13,290	Nov. 14 —	Method of negotiations—
Metro Toronto Separate School Board, Toronto, Ont.	Public Employees Loc. 1280 (CLC)	640	3,200	3,200	Dec. 11 Dec. 18	Wages, job security, other fringe benefits—Wage increase according to trade.

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, DECEMBER 1972
(PRELIMINARY) (CONCL'D.)**

Industry	Employer	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues
				Accu- December	mulated	Termination Date	
Location							Result
Public Administration							
LOCAL ADMINISTRATION							
Cité de Hull—City of Hull, Hull, Qué.	Public Service Employees' Federation (CNTU)		209	420	420	Dec. 19 Dec. 20	Wages—20% wage increase office workers, 22% for man- workers over 2-yr. contract.

*Federal Jurisdiction.

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Industrial Relations Research in Canada (annual). An inventory of industrial relations research undertaken by the Department, other government departments, academic institutions and private individuals. Free. Cat. No. L2-29/1971.

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Workmen's Compensation in Canada. Deals with compensation for employment injury, the basic principles underlying the system, and coverage of the provincial Acts as of December 31, 1967. (Information on changes in workmen's compensation laws is published yearly and is available free on request). 1969. (English or French). Price \$1.00. Cat. No. L34-1969.

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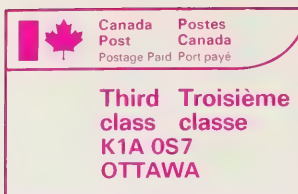
Canada Occupational Safety Manual. Intended as a guide to persons charged with developing and maintaining an accident prevention program. 1. Planning for Safety. 2. Employment Safety Audit Guide. 3. Accident Investigating and Reporting. (English or French). 50 cents each.

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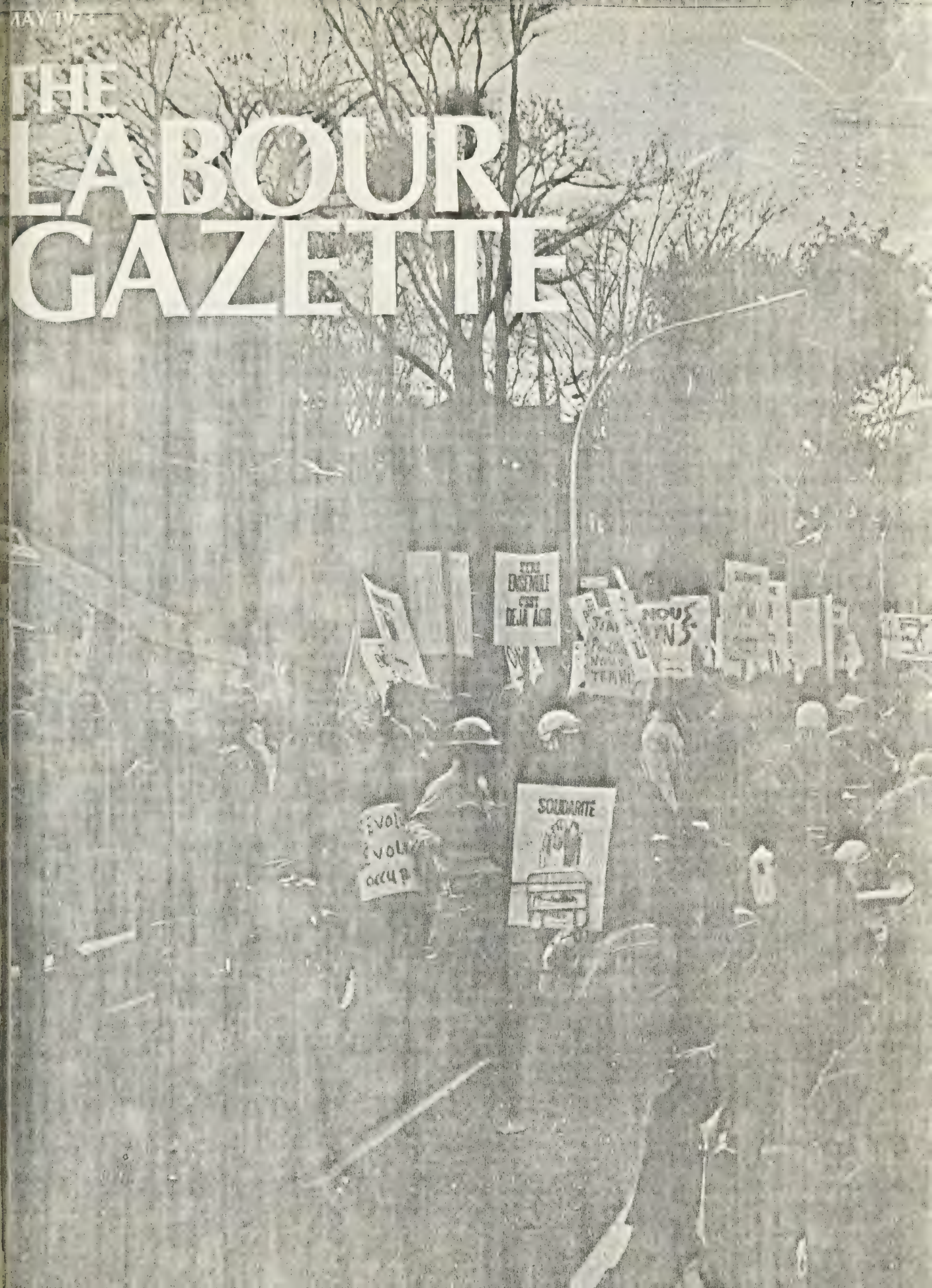
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MAY 1978

THE LABOUR GAZETTE

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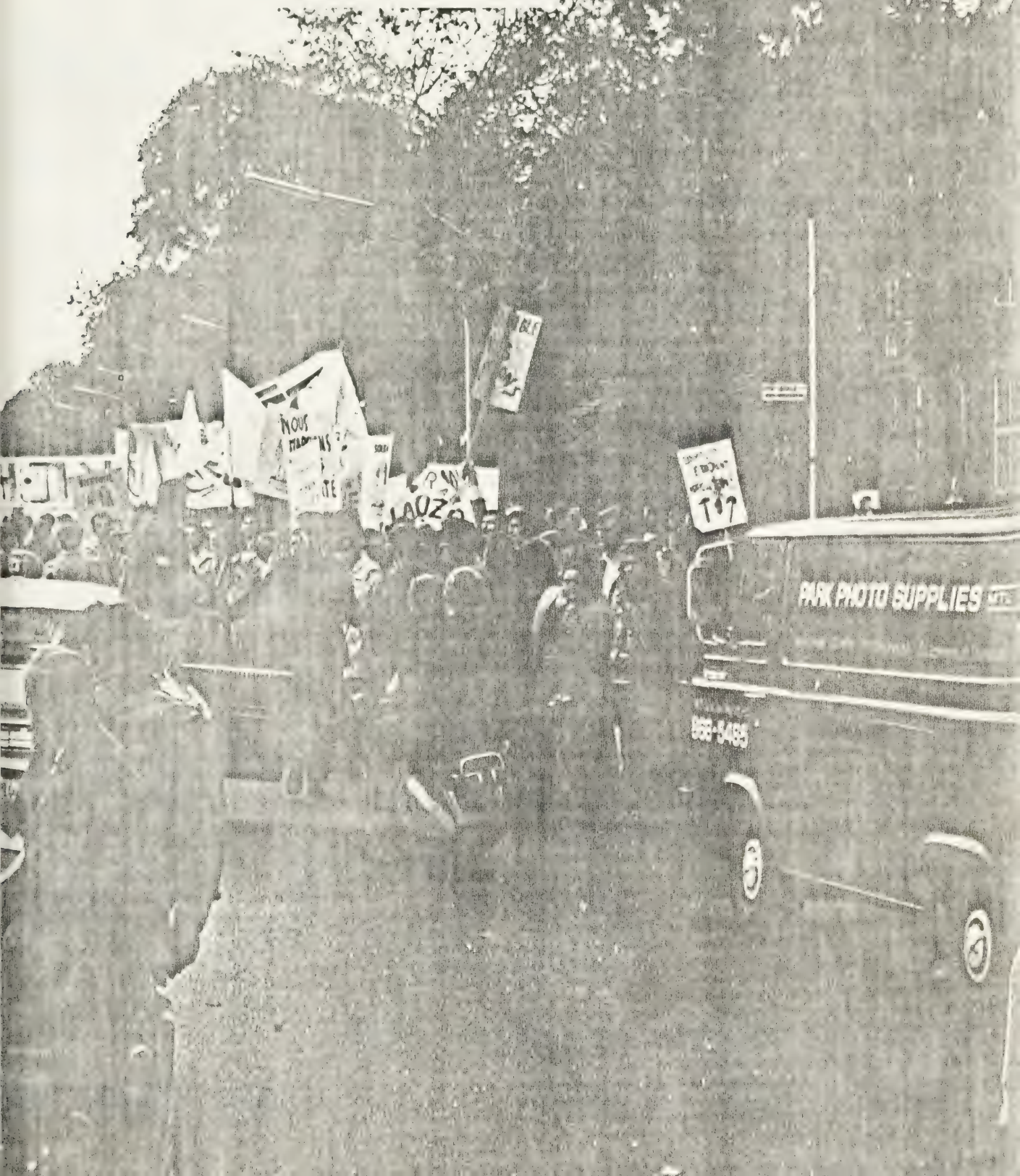
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"We are being inexorably driven in the direction of a revolutionary change in our methods of collective bargaining ... The general public is fed up with strikes ... The elementary arithmetic that can conclusively show the futility of striking seems to be slowly sinking in ..." See: Arbitration versus the Strike Weapon—A Management View, by George Sanderson.



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Canada Department of Labour

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THE THREAT TO THE CANADIAN WORKER OF U.S. PROTECTIONISM

BY R. S. CATTÀ

A hornet's nest has been stirred up in labour circles in both Canada and the United States by the Burke-Hartke Bill, which is due to be tabled again in Congress.

Regardless of whether the Bill is passed or defeated, it has raised innumerable questions concerning matters that were thought to be solidly established, cast doubts on the many interests at stake, and provided the fuel for lengthy, heated debate.

As *Le Soleil* pointed out earlier this year, the success of Phase 3 of the American wage and price control program depended almost entirely on the good will of labour, management and the public. The Québec newspaper observed, moreover, that the program's chances of success were remote.

The outlook became even gloomier, following the second dollar devaluation within a few months. How, it was asked, could workers and management in the U.S. be expected to moderate their demands for money in exchange for goods and services when the dollar had again decreased in value?

Nevertheless, the U.S. felt obliged to take further steps to check its balance of payments deficit, and an immediate effect of devaluation was to discourage imports while boosting exports. The Burke-Hartke Bill, however, would have longer-range effects in curbing foreign competition—particularly from Japan, Europe and Canada.

"The United States is determined to reduce the imbalance currently running in Canada's favour," remarked Dale Thomson in a recent issue of *International Perspectives*. Thomson, Director of the

Centre for Canadian Studies at Johns Hopkins University, declared that "Washington is nettled by the Canadian surpluses under the auto pact and the defence production sharing agreements, the lower Canadian tourist allowances, and indirect Canadian subsidies to exports, as in the Michelin tire case."

The Burke-Hartke Bill proposes clearly protectionist measures, which, in the opinion of Donald MacDonald, President of the Canadian Labour Congress, are reminiscent of the Hawley-Smoot Act of 1930: namely, import quotas; elimination of tax reductions for American companies operating abroad; and control over the export of U.S. capital and technology.

The AFL-CIO is reported to be giving the Bill its almost total support. The powerful labour organization believes that the advantages of devaluation to the U.S. can be partly, if not totally, wiped out by foreign competitors. The latter can subsidize their exports, erect tariff barriers, protect their currency, reduce manufacturers' profit margins, and change the packaging or nature of the merchandise being exported. But if the proposed measures become law, production and employment in the U.S. would be effectively protected. The AFL-CIO does not appear to be overly concerned about the damage its policy could do—and has already done—to its international relations, especially those with Canada.

Some of the more interesting reactions to the proposed measures are worth mentioning. Francois Mitterrand, leader of the Left in France, remarked that if the U.S. raised its customs tariffs, its foreign partners would be left with no choice but to take similar action against American imports.



In Canada, John Munro, Minister of Labour, said that the bill threatened Canadian jobs and economic growth. He declared that international trade unions might no longer be able to represent fairly both Canada and the United States. This statement served to spotlight the dispute over union autonomy that is agitating Canadian labour.

James Griffin, industrial relations officer for the United Steelworkers of America, expressed surprise at the Minister's statement; but William Mahoney, Canadian Director of the Steelworkers did not share the views of his American colleagues. He said he was completely opposed to the protectionist trend currently developing in the U.S.



In spite of the protests, the AFL-CIO and other American unions are sticking to their arguments, which they think are unassailable. They claim that a million jobs were taken away from Americans between 1966 and 1972 because of imports—especially from Japan, Korea, Taiwan and Mexico—that, in many cases, were manufactured by American subsidiaries abroad.

The controversy over protectionist measures that is dividing the North American labour movement is centred mainly on the automobiles manufactured here. The Canada-U.S. agreement of January 1965 made it possible for Canada to expand auto production, provide more jobs in this sector, and increase trade with the U.S. Statistics Canada reports that the balance of trade in automobiles showed the following swing between 1965 and 1971:

	Exports to the U.S.	Imports from the U.S.	Balance
	(millions of dollars)		
1965	231	968	-737
1966	882	1,535	-653
1967	1,627	2,109	-482
1968	2,586	2,923	-337
1969	3,435	3,511	- 76
1970	3,378	3,182	+196
1971	4,099	3,931	+168

The favourable balance of trade with the U.S. in 1971 was not limited to automobiles. If all industrial sectors are included, it totalled \$1,203,000,000, compared with an overall deficit of \$1,012,000,000 in 1965—a complete reversal of the situation in six years.

There is something in the Auto Pact for the U.S., however. In 1971, automobiles manufactured south of the border accounted for 36 per cent of Canada's imports from the United States, and GM Vice-President Thomas Murphy was able to say, before a Senate committee,

that the number of workers who had been put on the payroll in the U.S. since the signing of the pact was five times the number of jobs created in Canadian auto plants over the same period. It is also worth noting that the U.S. has invested a considerable sum of money—about \$1,000,000,000 between 1964 and 1968—in this sector in Canada.

American union leaders assure us that Canada must have some protection, especially in the form of changes in the quota on exports to the U.S. The reply to this, however, is that the United States cannot give preferential treatment to a particular country without violating the GATT agreements.

It is obvious that deep conflicts of interest underlie the Burke-Hartke Bill and possible reconsideration of the Auto Pact. They are not only economic but also affect the major North American and European union structures. It will require lengthy bargaining and perhaps difficult realignments to resolve them.



Senior representatives of Canada's labour unions have been examining steps that they might take to bring greater autonomy to their unions. Dennis McDermott, Canadian Director of the United Auto Workers, announced recently that he would take action in this direction. Trade union reaction around the world was predictable. The new European Trade Union Confederation, which is contemplating global strikes against multinational corporations in an effort to better the lot of their employees, has discovered a new enemy in the U.S. The Euro-TUC believes that the United States will take the food out of the mouths of European workers who depend on companies with head offices in American cities, or which export to the U.S.

Victor Feather, President of the Confederation, and General Secretary of the British TUC, said that the Soviet Union would be invited to join the protest movement, while AFL-CIO boss George Meany described this ploy as a "Moscow-London Axis." British workers believe that their American colleagues, who have attained a satisfactory standard of living, intend to protect that standard from inroads by relatively cheap foreign labour.

ARBITRATION VERSUS THE STRIKE WEAPON —A MANAGEMENT VIEW

BY GEORGE SANDERSON

Strikes—particularly those in the public sector—may soon be a thing of the past, according to H. J. Clawson, Vice-President of the Steel Company of Canada.

Speaking recently to an industrial relations seminar at Queen's University, Clawson predicted that growing public resentment toward strikes will lead to their demise and ultimately result in the use of a system of voluntary or compulsory arbitration for settlement of contract disputes.

"We are being inexorably driven in the direction of a revolutionary change in our methods of collective bargaining," he declared. "The general public is fed up with strikes ... and even generally pro-labour newspapers like **The Toronto Star** are increasingly calling for legislation to prohibit [them] in essential industries."

Clawson believes that the area of permissible strike activity will be drastically reduced within the next ten years because people are fast losing faith in collective bargaining as a means of achieving reasonable settlements. Governments, too, are being forced to acknowledge that it is increasingly the public that must bear the brunt of a growing number of work stoppages.

Almost 8,000,000 man-days were lost in 1972 through strikes and lockouts—a clear indication that the collective bargaining system is working poorly, particularly in the public sector. **It was also Canada's worst year from the standpoint of relations between governments and their employees.**

To mention only a few areas of strike activity: Canada's three largest cities—Toronto, Montreal and Vancouver—did without garbage collection for a month last year; the entire public service of Québec walked out for a couple of weeks last spring; and electric utilities in Ontario and Québec were shut down last fall by labour disputes.

Though the federal Government has not yet modified its own legislation on work stoppages in the Public Service, **a number of provinces have been compelled to end strikes in sensitive areas** through ad hoc legislation or compulsory arbitration. The recent seven-month strike by elevator technicians is a case in point. It was **the first time in Ontario that compulsory arbitration was imposed to settle a dispute in private industry.** In Québec, the strike was declared illegal. Ad hoc legislation also brought an end to the public service strike in that province. Recent stoppages by Hydro employees, dock workers and air traffic controllers were also subject to government intervention.



The arbitration process does have "pitfalls and inherent risks for both management and unions," Clawson admitted—but he added that we must keep in mind the "realities" of collective bargaining. "With the increasing specialization of functions in the economy, and with the growing interdependence of its units, the power of small groups of employees to paralyze the community is frightening."

The risks of arbitration, including its "inhibiting effects" on collective bargaining, are of minor importance compared with the "great damage" that can be inflicted on all parties—including the general public—by the "tendency of many unions to strike automatically as soon as the legal opportunity arises," he argued.



H. J. Clawson

Clawson maintains that "coercion rather than 'free' collective bargaining is 'the name of the game' in the public service and in some parts of the private sector." When a union strikes or threatens to strike in an essential service, the settlement is more likely to be designed to avoid the hardship of a strike than to be the result of rational analysis. Force thus replaces reason in such areas, he contends.

"Is there any reason to believe that imposed arbitral solutions would be less rational and reasonable than those induced by coercion?" he asks. "If accepting some frustration of collective bargaining is the price we must pay in order to avoid strikes that hold the public to ransom, then I am convinced we must pay it."

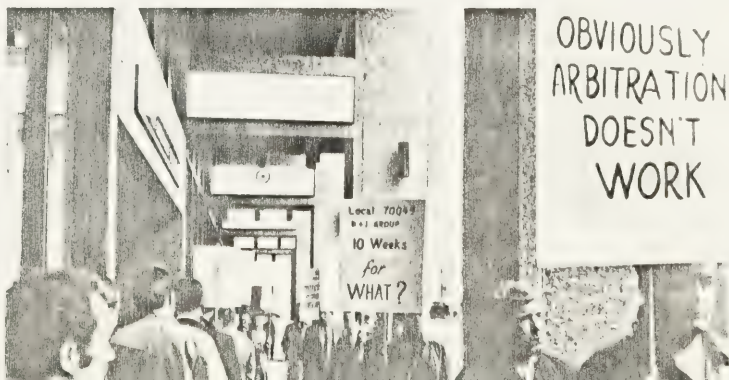
He emphasized that too much bargaining power for the unions results not only in inflationary settlements that are "greatly in excess of any equitable or reasonable standard," but also in "other administrative concessions that can result in reduced efficiency and lower productivity."

Employees, too, are beginning to be disenchanted with strikes, he noted. **"The elementary arithmetic that can conclusively show the futility of striking seems to be slowly sinking in . . ."** It is, of course, well known that the gains from strikes are usually minimal. Many union leaders [including Leonard Woodcock and George Meany] realize this; others, for some strange reason, seem to think that they have to permit, or even promote, periodic strikes in order to maintain an appropriate militancy and solidarity among their members."

Workers are sometimes dragged into strikes "merely because of the personal intransigence and irresponsibility of individual leaders," Clawson continued. He mentioned the Toronto Western Hospital strike as a case in point. **Another "example of the trivial issues that frequently bring on strikes"** was the threatened Toronto transit strike last summer. "The main issue in the close ratification vote was the union's opposition to management's proposal that it be permitted to hire 25 temporary drivers each summer in order to provide summer vacations for as many of its regular drivers as possible."

There is also the **"increasing tendency of unions to call strikes over political issues"**—some political in the broad sense, as in the overt announcements by Messrs. Pepin, Charbonneau and Laberge in Québec—and some involving internal union politics, inter-union rivalry, or even competition among union leaders," Clawson said.

"Unfortunately, the plausible and symmetrical models of collective bargaining that so intrigue academic analysts completely ignore or naively underestimate the costs and other effects of strikes as the final step in the collective bargaining process," he added. "It is quite possible that the fear that every aspect of collective bargaining would disappear with arbitration as the terminal process is grossly exaggerated—in other words, **strikes may not be an indispensable condition to the successful functioning of the collective bargaining system.**"



"Where arbitration has been practised, the evidence is mixed," he continued. "In some negotiations, the parties have indeed been inclined to let everything go to the arbitrator; but there are just as many cases, if not more, where only the basic and substantial issues have reached the arbitrator. The others were settled during the negotiations."

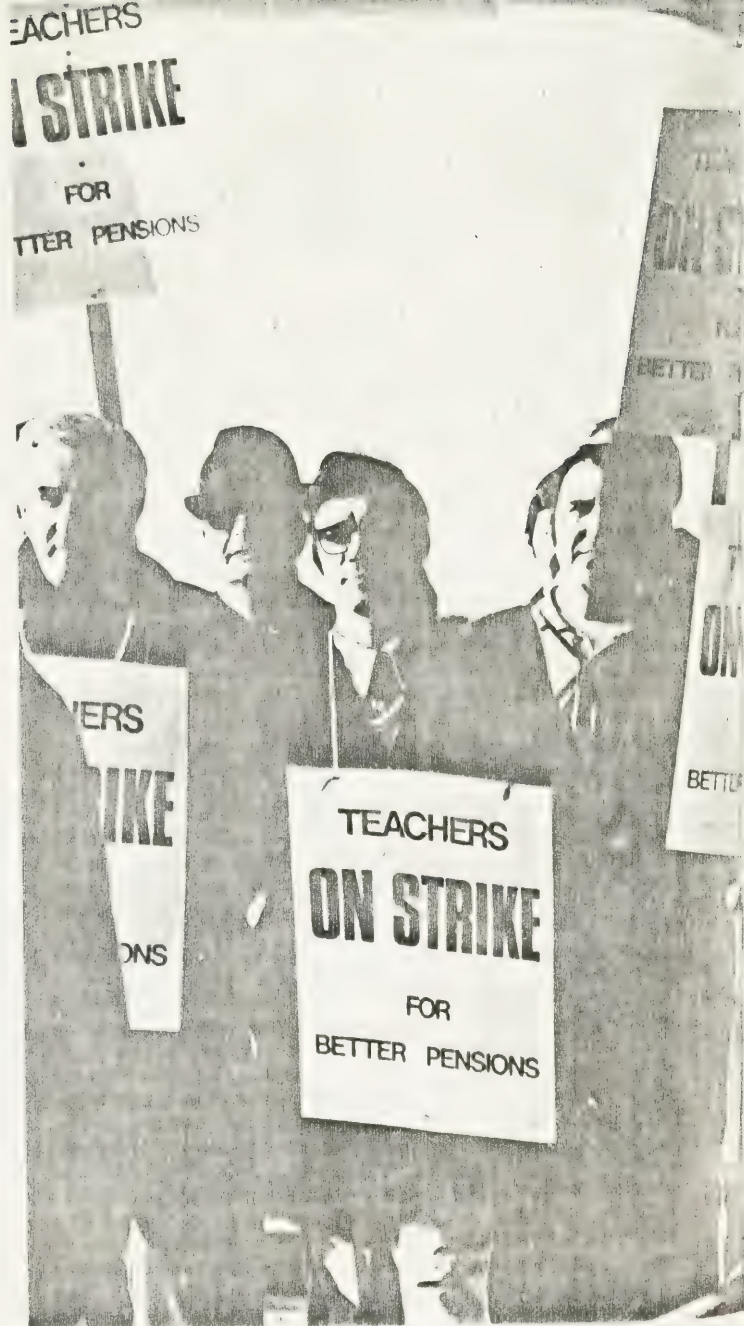
Clawson holds the view that **we should be devoting our energies to improving arbitration procedures rather than indulging in "endless debates about theoretical objections."** In his address he stated: "It may well be that the only way the arbitration process can be refined is as a result of further trial and error experience. Maybe through adequate planning and research we can minimize many of its pitfalls."

Clawson noted that **the Ontario Government has started a review of arbitration procedures.** Ontario was the first province in Canada to prohibit strikes in certain parts of the public service, and to set up a permanent arbitration tribunal.

He remarked also that "what often passes for voluntary arbitration is not really voluntary at all." The terms imposed by an arbitrator to whom the parties have submitted voluntarily are as much of an interference with free collective bargaining as terms imposed by compulsory arbitration. In both instances, the arbitrator wields just as much power—and the outcome is just as unpredictable.

It is true that the use of ad hoc voluntary arbitration after negotiations break down would not stifle collective bargaining; but "unions would only agree to it if they thought their bargaining position was weak," Clawson said.

He described as **"yet another fallacy," the argument that arbitration should be imposed only in areas in which a strike would be intolerable to the public.** This would mean, in effect, that relatively weak bargaining units whose services were not essential to the community could strike as often and for as long as they liked. "What kind of a 'right' to strike is this?" he asked. "It is inconceivable that governments, for instance, would grant their non-essential employees wages or benefits in excess of those awarded by arbitration to public employees performing essential services..."



Such a practice would run counter to the notion that tax-paying citizens have a right to continuity in all public services, not merely essential ones. If any service can be allowed to shut down, then it probably should not exist in the first place."

Clawson concluded his address with a number of suggestions on how to improve arbitration procedures. He emphasized the need to give thought to arbitration as an alternative to strikes. If we do not, we may throw away a good chance to avoid "the disorder and economic waste that only too often result from our present collective bargaining system," he warned.

The first step toward improving arbitration techniques should be to **establish statutory criteria**, Clawson said. The absence of such criteria saddles the arbitrator with an "impossible" responsibility. It also places too much power in the hands of the most ingenious and persuasive counsel or spokesman.

An impartial fact-finding body is equally necessary—something along the lines of the federal Pay Research Bureau. The arbitrator should not have to rely solely on the often haphazard and self-serving wage and benefit data supplied by the parties.

"Probably the most essential requirement is that we **try to avoid ad hoc arbitration**." Though it may not be feasible in all cases, arbitration should normally be handled by a permanent tribunal. Only through some type of continuity can appropriate jurisprudence be developed. The chairman and members need not be appointed for life, however. Nor do they need to serve on a full-time basis. It is important, moreover, to minimize the consequences of personal biases implicit in a system of ad hoc arbitration.

If separate tribunals or arbitrators are to be used for various occupational groups, there must be **some form of co-ordinating authority or tribunal**, in Clawson's opinion. Arbitration awards covering firemen or policemen, for instance, cannot be inconsistent with general jurisprudence governing the public service as a whole. Such special awards would require the approval of a "super" tribunal.

Clawson maintains that there should be no general right of **appeal or review**, except possibly in the foregoing circumstances. It is conceivable that, with the growth of arbitration, special panels of the tribunal would be assigned to make a tentative award requiring the approval of the full tribunal to come into effect.

Arbitration tribunals could benefit from bipartite advisory councils, he thinks. The latter would meet with the tribunal periodically (though not on specific cases) to discuss broad policies.

Though arbitration of compensation and other issues may be "an intrusion upon the sovereign right of the Legislature to budget and to levy taxes," this "formidable" problem could be solved by **giving special veto power to the Governor in Council, Parliament or the Legislature**. "This would, of course, evoke cries

of dissent and charges of unilateral imposition of wages by the employer. The problem would not arise unless the veto was exercised however; and presumably this would be a rare occurrence."

Clawson confessed to being surprised that some people objected to governments' unilateral imposition of salaries on their employees but had no constitutional objections to the taxes levied, or other restraints imposed, on all citizens by these same governments.

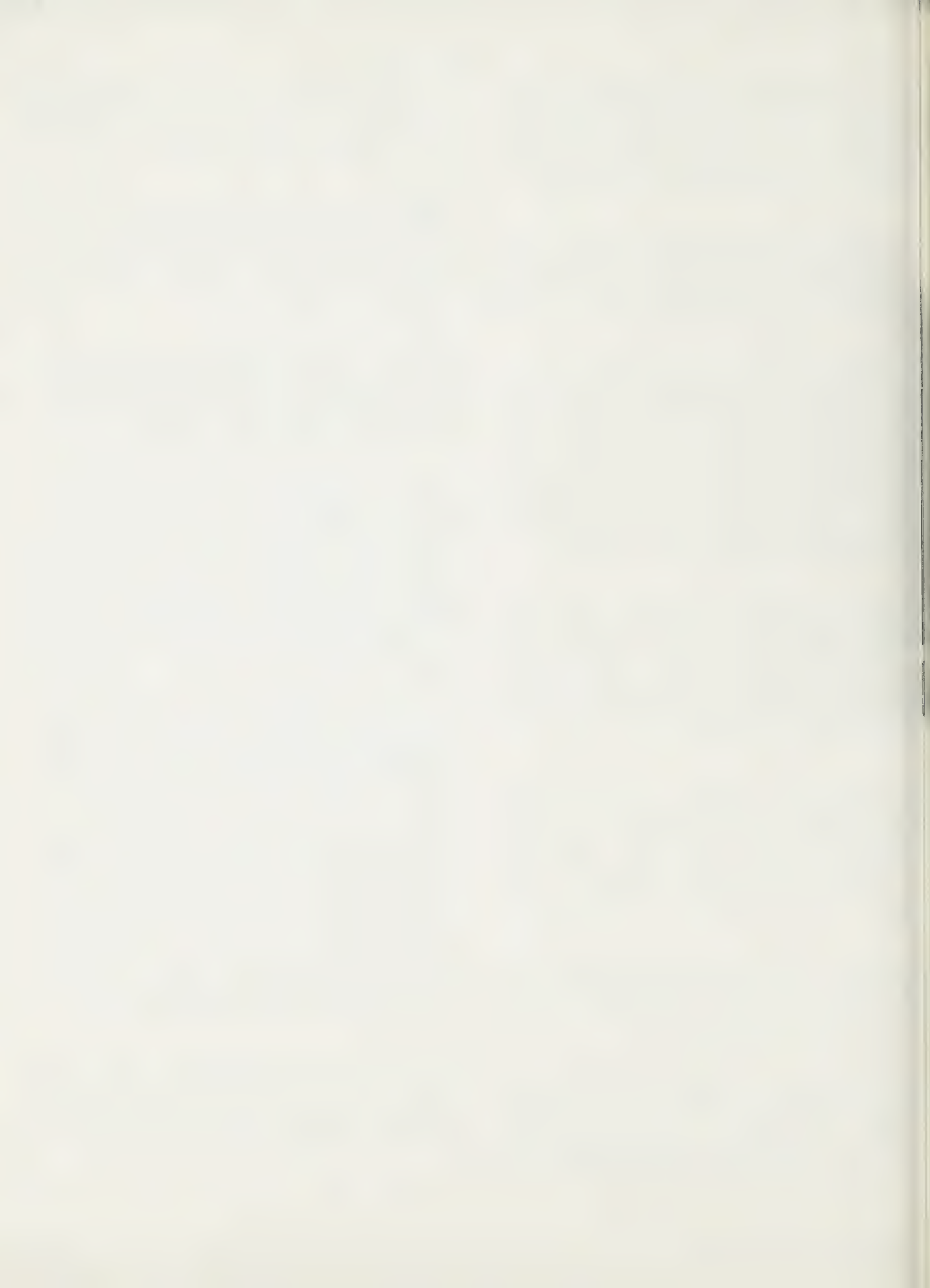
Another condition essential to any system of adjudication for the public service is the **specific exclusion, by law, of certain issues from the arbitrator's jurisdiction**. This requirement has been satisfied, to some extent, by the federal and Ontario Governments.

He went on to suggest that we **continue the almost universal practice of three-man or tripartite boards**, even in cases where the chairman holds a permanent appointment. "These ["sidesmen" as they are called] could continue to be partisan appointments on an ad hoc basis. Most arbitrators in negotiation disputes would welcome the benefits of the sidesmen's counsel and advice . . . Greater understanding of the issues . . . would assist them in achieving the 'art of the possible'."

Clawson said he favoured the retention of the sidesmen's voting rights, although the chairman's award would have to be the decisive one. This could make for a greater degree of accommodation in the award.

He recommended also the retention of a **pre-arbitration mediation or conciliation procedure**, though he suggested that this should be employed discreetly, depending on the circumstances of each set of negotiations. The arbitration tribunal itself should use mediation techniques to encourage the greatest possible degree of mutual agreement. For these to be successful, the chairman must have the experience and perception to be able to distinguish clearly between his role as a mediator and as an arbitrator.

Clawson said he was disturbed at the excessive zeal displayed in some quarters for "Final Offer Selection." **He described FOS as an overly simplistic approach to a very complex problem**, a "new form of gimmickry," and a sort of "arbitration roulette."





Under this system—designed to improve arbitration procedures—the unsettled items of a dispute are referred to an arbitrator. Following further discussions, each party places a final offer of settlement in a sealed envelope and hands it to the arbitrator. The latter then opens the envelopes and makes his award. He must select either the employer's offer or the union's, and he has no jurisdiction to modify either of them in any way.

The rationale for FOS is: (1) The arbitrator's discretion is reduced, thus making the award acceptable to at least one of the parties; and (2) The parties would have to be realistic in their proposals. If one of them is too far out of line with reason, it risks rejection of its own offer and acceptance of the other party's offer.

Clawson noted that many complicated issues arise in negotiations, making it virtually impossible at times to accept all of one party's proposals. A union proposal of 25 cents an hour, for example, might be acceptable to the arbitrator if he could attach conditions to it or offset the wage increase by a modification in the benefit package. The FOS system would not allow him to do this, however.

In his closing remarks, Clawson reiterated the view that **many of our concepts, strategies and practices must undergo change**. The trend toward arbitration as a substitute for strikes will continue, he forecast, "because the public will demand it; and no political reincarnation of a Canute will be able to stem the tide."

LABOUR ORGANIZATIONS IN CANADA 1972

At the beginning of 1972, labour unions reported a total membership of 2,370,600 an increase of 7.2 per cent over the 1971 total. Union members numbered 34.4 per cent of the non-agricultural paid workers in Canada and 27.6 per cent of the total civilian labour force, **according to Labour Organizations in Canada, an annual publication of the Canada Department of Labour.**

Nearly half of the net increase over the previous year—78,900 of 160,100—is due to the inclusion, for the first time, of three independent national unions: the Alberta Association of Registered Nurses, the Registered Nurses Association of British Columbia and the Corporation des enseignants du Québec (Québec Teachers' Corporation). Without these additions, the increase over the 1971 total would have been 3.7 per cent. The increase due to the inclusion of

these 3 organizations is reflected in the tables under Unaffiliated National Unions, which represented 11.1 per cent of the total 1972 membership compared to 8.5 per cent in 1971.

Canadian Labour Congress affiliates, with 1,724,957 members reported, accounted for 72.8 per cent of total union membership in Canada. About 70 per cent of the CLC membership belonged to unions that were also affiliated to the American Federation of Labour and Congress of Industrial Organizations in the United States. In all, 76 per cent of the CLC membership belonged to international unions. Membership of unions affiliated with the CLC only totalled 529,559 or 22.3 per cent of the total.

Another 9.2 per cent of the total union membership in Canada or 218,621 members, belonged to

federations affiliated with the Confederation of National Trade Unions. In mid-1972, the Centrale des syndicats démocratiques was formed after secession of sections of the CNTU; however, the statistics do not take this into account as they refer to the first day of the year.

One half of 1 per cent of the total was in unions affiliated to the Council of Canadian Unions. The CCU membership shown accounts for their 4 affiliates included in Part I; actual membership would be somewhat higher, however, since 2 organizations did not respond to the survey (See Part III).

The remaining membership was distributed among various unaffiliated international and national unions and independent local organizations that together represented 17.5 per cent of the total.

International unions with headquarters in the United States accounted for 59.6 per cent of the total 1972 membership as compared with 62.0 per cent in 1971. Although higher in absolute numbers, the membership of international unions as a proportion of the total has been steadily decreasing in the last few years; it stood at 72 per cent 10 years ago. National unions accounted for 37.7 per cent of the total membership compared to 34.9 per cent in 1971. This is due mainly to the faster growing rate of national unions and the inclusion of the national organizations mentioned earlier. International unions showed an increase of 3 per cent over the membership reported in 1971, whereas national unions showed an increase of 15.8 per cent, and 5.5 per cent if newly added national unions are excluded.

Independent local organizations and local unions chartered by the two central labour congresses, the CLC and the CNTU, accounted for 2.7 per cent of the membership.

As in the previous year, 20 unions reported a membership of 30,000 or more. Ten unions reported a membership of 50,000 or more and these accounted for 39 per cent of the total membership. **The largest union in terms of membership in Canada, as in previous years, remains the United Steelworkers (AFL-CIO/CLC) with 165,000 members reported in 1972.** As in 1971, next in size were two national affiliates of the CLC—the Canadian Union of Public Employees with 157,900 members and the Public Service Alliance of Canada with 129,700.

NEW ENTRIES AND DELETIONS

In the last few years, an increasing number of organizations concerned with occupational or professional standards have been engaging in some form of collective bargaining and survey coverage is being extended with a view to including more of these organizations. Three such organizations have been added in this edition. They are the Registered Nurses Association of British Columbia, the Alberta Association of Registered Nurses and the Corporation des Enseignants du Québec (Québec Teachers' Corporation), none of which are affiliated with any other labour organizations.

Also appearing for the first time is the Air Line Employees' Association, International (AFL-CIO), which represents Canadian employees of United States carriers; ALEA has a total membership of 40 in Canada.

The Public Service Alliance of Canada now has a sixteenth component with the creation, in June 1972, of the Environment Component; it represents members in the recently formed Department of the Environment.

The CNTU also set up a new federation: the Fédération nationale des communications (National Federation of Communication Workers), officially founded in November 1972. Members include employees in the newspaper, radio, television and film industries. The new federation takes over the Fédération canadienne de l'imprimerie et de l'information (Canadian Federation of the Printing and Information Industry) dissolved earlier in the year.

In April 1972, the 4,000-member Canadian section of the Communication Workers of America (AFL-CIO/CLC) withdrew from its parent union to establish a national communications union, the Communications Workers of Canada, which maintains affiliation with the CLC only.

The United Brick and Clay Workers of America (AFL-CIO/CLC) having reported no members in Canada in 1972 no longer appears in the Directory; the union had reported 35 members in Canada in 1971.

MERGERS

Following a trend that has been growing in recent years, 3 important mergers took place during 1972.

A merger of the Lithographers and Photoengravers International Union (LPIU) and the International Brotherhood of Bookbinders (IBB) into the Graphic Arts International Union (GAIU) became official September 4, Labour Day, 1972. The LPIU itself was formed in 1964 by a merger of the Amalgamated Lithographers of America, organized in 1882, and of the International Photoengravers Union, organized in 1900. The IBB was formed in 1892. At the beginning of 1972, the LPIU had 6,600 members in Canada and the IBB had 3,700. The new GAIU represents a total of 130,000 members in the United States and Canada. The new union is affiliated to both the AFL-CIO and the CLC, as were its components.

Unions with 50,000 or More Members, 1972

Relative Position in 1972		1972 Membership	Relative Position in 1971
1.	United Steelworkers of America (AFL-CIO/CLC)	165,055	(1)
2.	Canadian Union of Public Employees (CLC)	157,919	(2)
3.	Public Service Alliance of Canada (CLC)	129,652	(3)
4.	International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (CLC)	102,933	(4)
5.	United Brotherhood of Carpenters and Joiners of America (AFL-CIO/CLC)	74,362	(5)
6.	Québec Teachers' Corporation (Ind.)	70,000	(*)
7.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Ind.)	60,560	(6)
8.	International Brotherhood of Electrical Workers (AFL-CIO/CLC)	56,026	(7)
9.	Service Employees' National Federation, Inc. (CNTU) International Association of Machinists and Aerospace Workers (AFL-CIO/CLC)	56,603	(8)
10.	International Woodworkers of America (AFL-CIO/CLC)	53,158	(**)

*Not included prior to 1972.

**Fewer than 50,000 members in 1971.

On August 9, 1972, the 2 largest unions in the pulp and paper industry officially merged to form the United Paper-workers International Union (AFL-CIO/CLC). The merging unions, the United Papermakers and Paperworkers (UPP) and the International Brotherhood of Pulp, Sulphite and Paper Mill Workers (PSPMW), has reported respectively 11,300 and 40,200 members in Canada in 1972. The UPP had itself been formed through a merger in 1957 of the International Brotherhood of Papermakers (IBPM) organized in 1893 and the United Paperworkers of America. The PSPMW were organized in 1906 following a secession from the IBPM.

During the year, the International Union of District 50, Allied and Technical Workers of the United States and Canada (Ind.) better known as District 50, merged with the United Steelworkers of America (AFL-CIO/CLC). Organized and chartered in 1936 by the United Mine Workers of America, District 50 held its first separate convention in 1961 but remained affiliated to the UMW until 1970 when it severed its ties and adopted the title District 50-ATW. District 50 reported a Canadian membership of 11,000 at the beginning of 1972.

CHANGES IN TITLE

At least 4 organizations have changed their titles since the last report of 1971. The Metal Polishers, Buffers, Platers and Helpers International Union has changed its title to Metal Polishers, Buffers, Platers and Allied Workers International Union; and the International Stereotypers and Electrotypers Union of North America to International Stereotypers, Electrotypers and Photoengravers' Union of North America, both in mid-1971.

The Nova Scotia Civil Service Association is now known as the Nova Scotia Government Employees' Association.

The Union catholique des cultivateurs, to which are affiliated the Fédération des travailleurs forestiers du Québec (Quebec Woodworkers Federation), has changed its title to Union des producteurs agricoles, UPA.

The Journeymen Barbers, Hairdressers, Cosmetologists and Proprietors' International Union of America is also known as the Barbers, Beauticians and Allied Industries International Association; both titles are retained in the union's constitution.

AFFILIATIONS AND DISAFFILIATIONS

Two previously independent international unions operating in Canada joined the ranks of the CLC at the end of 1972—the United Electrical, Radio and Machine Workers of America (UE), and the United Fishermen and Allied Workers Union UE was expelled from the Canadian Congress of Labour (CCL) in 1949 and the United Fishermen were ousted from the Trades and Labour Congress (TLC) in 1954. The CCL and the TLC are the two congresses that merged in 1956 to form the CLC.

The United Fishermen was granted affiliation as a B.C. regional union. The 2 affiliations bring approximately 27,000 new members to the CLC. These changes are not reflected in the tables.

Affiliation to the Canadian Council of Unions, a congress newly included in Part III of the Directory, is shown for 4 previously independent unions; the Canadian Association of Industrial, Mechanical

and Allied Workers, the Canadian Textile and Chemical Union, the Canadian Union of Operating Engineers and the Pulp and Paper Workers of Canada. These affiliations are shown in Tables 2 and 3.

During 1972, 3 federations have withdrawn from the CNTU: the Fédération canadienne des travailleurs du textile (Canadian Federation of Textile Workers) and the Fédération nationale des travailleurs de l'industrie du vête-

ment (National Federation of Clothing Workers) both joined the Centrale des syndicats démocratiques. The Syndicat des fonctionnaires provinciaux du Québec (Québec Government Employees' Union) has become independent.

One organization has been deleted from the appendix; the Canadian Federation of Government Employees Organizations (CFGEO) reported having ceased operations in November 1972.

BANK OF CANADA VIEWPOINT ON PRICES PRODUCTIVITY AND EMPLOYMENT

The report describes Canada's inflation rate as "disquieting," but it suggests that **unemployment may not be as bad as statistics seem to indicate.** New data on job vacancies and numerous reports from employers who had difficulty finding workers to fill available jobs suggest that "some new element has been affecting the situation . . . Changing income maintenance arrangements may be

tending to increase the number of those who are reported as remaining in the labour force but who want jobs only from time to time, and may be lessening the urgency with which others seek re-employment."

The report warns that additional measures to stimulate the economy could lead to dangerous inflation. There is "a risk that at a

later stage of the expansion, aggregate demand may grow too strongly and cause general demand pressure on prices and costs to develop. As the expansion proceeds, it will be important to guard against this danger. In Canada, as in other countries, there is already a certain amount of 'built-in' inflation, and this will not be easy to reduce, even over a considerable period of time. It would

be unfortunate indeed if, instead, the underlying rate of inflation were to be ratcheted up yet another notch.

"Despite the degree of underutilization of resources, the rate of price increase showed unmistakable signs of acceleration in 1972," the report continues. **"The sharpest rise occurred in food prices,** which are always subject to the vagaries of weather and other factors affecting world supply and demand. **This poses a serious threat to wage and price behaviour generally,** because of its marked impact on the cost of living, particularly of lower-income groups ... In January 1973, the food component of the Consumer Price Index was 10 per cent higher than a year earlier—the largest increase for many years."

Food prices were affected by a decline in agricultural production because of bad weather, and by a general imbalance between supply and demand in world markets for many basic agricultural products. A worldwide shortage of beef, for instance, pushed retail meat prices up by about 10 per cent, while the price of pork rose by 25 per cent.

The prices of other important commodities, including lumber, wool, hides and petroleum products, also moved up considerably. The higher cost of lumber increased the price of residential building materials by about 15 per cent last year.



"The pattern of activity in the rest of the economy during the year was quite uneven, mainly because of major work stoppages that dislocated production and trade ... The number of man-days lost through labour disputes was close to 8,000,000—a new record, and over 2½ times the figure for 1971."

Both profits and labour costs increased substantially in 1972, the report observes. "Productivity gains appear to have been moderate, however, while income per

worker continued to rise strongly. New wage settlements under collective bargaining (excluding construction) again provided for average annual increases in earnings of more than 7.5 per cent. In manufacturing, the figure was closer to 9 per cent." The report emphasizes that **"increases in incomes have continued to exceed the average gain in productivity** by a margin that is inconsistent with what has generally been regarded in the past as a satisfactory price performance."

G.S.

DOES CANADA NEED WAGE AND PRICE CONTROLS?

There is widespread concern over the continued rapid rise in the cost of living, and speculation that the Government may abandon its present methods for combatting inflation and adopt some form of mandatory wage and price controls.

The Canadian Labour Congress remains firmly opposed to such measures, saying that "no sane government, with even the remotest of survival instincts, could possibly contemplate their use." But a number of respected economists, notably John Kenneth Galbraith, John Young and Edward P. Neufeld, believe that the Government has no choice. They argue that monetary and fiscal restraints—the only other solutions barring voluntary controls—would simply depress the economy, curb spending, reduce demand and lead to higher levels of unemployment.

Galbraith believes that the recent reduction in the United States inflation rate was the direct result of compulsory wage and price controls in that country, especially in view of the continuation of expansive fiscal and monetary policies. The mandatory controls of Phase 2 have now given way to the voluntary controls of Phase 3, but during the period in which

Phase 2 and its predecessor, the 90-day freeze, were operative, the rate of inflation declined to a relatively modest 3 per cent. In Britain, Prime Minister Edward Heath decided to fight the shrinking pound by adopting President Nixon's Phases 1 and 2.

Robert M. MacIntosh, Executive Vice-President of the Bank of Nova Scotia, suggests that **controls, if enacted, would be "more an exercise in psychology" than an effective influence in the market place.** He remarked recently that a psychological weapon might be just what the economy needs "to change attitudes and expectations about prices to get us off this escalator."

Some economists oppose wage and price curbs on the grounds that they would be **far more effective for prices than for wages.** Bruce Whitestone, a businessman and former economist with the Commons finance committee, argues that, with the unions in a strong position, it would be naive for anyone to think that a wage freeze would really stick. Even if business were prepared to make the sacrifice, he sees little likelihood that labour would go along with the idea. "Inevitably, wages would go up faster than selling prices," he contends, and "profits would be caught in the middle."

Other financial experts argue that **wages may be controllable but that many prices are not.** Import prices, for instance, are rising because of inflation abroad and because of currency revaluations in a number of countries that export to Canada.

The Canadian Manufacturers' Association has rejected the idea of long-term controls on wages and prices as a solution to the problem of inflation, but it has said that manufacturers would accept temporary controls as a "short-run expedient, despite their very real shortcomings and dangers."

The Association contends that wage-price controls "would further disrupt the market system" and would treat only the symptoms, not the major causes of inflation—labour costs and heavy government expenditure.

In a brief submitted recently to the special Commons committee on food prices, the CMA rejected arguments that excessive company profits are the main cause of inflation; and it called for a moratorium on the "excessive growth" of government spending, and revisions in labour law to restore "an equitable balance" between the powers of labour and management.



The brief said that changes in labour law have shifted the balance in collective bargaining power to the unions, thereby increasing their power to strike and to exact settlements "unrelated to market conditions." Consequently, wages and salaries in Canadian manufacturing "have risen much more rapidly than in the U.S., our major competitor, and this has had an inflationary impact on the economy."

The brief conceded that company profits have been rising recently, but said that this is normal in a business-cycle upswing and is "a readjustment from the dangerously low profits" of 1970. "The current recovery represents a much needed readjustment if new capital investment is to be forthcoming."

The CMA believes that temporary wage and price controls would be justified only if Canada's rate of inflation increased to a point where it was so much higher than the rates of Canada's foreign competitors that it created a demonstrable "national emergency." Even then, the purpose of such controls should be to impose a "national moratorium" on inflationary pressures while other measures are being implemented to attack the "real" causes of inflation. They must also be supported by organized labour and by provincial and municipal governments, the brief declared.

The CMA contends that, in 1970, manufacturers generally co-operated with a government appeal for voluntary price restraint, but that organized labour and the provinces gave it very little support.

While agreeing that inflation hurts Canadian families, the Government is caught in a cruel dilemma: How to pursue an expansionary policy aimed at stimulating the economy and alleviating unemployment without setting off

another round of inflationary pressures? The Government has chosen to pursue a moderately expansionary policy while attempting to fight inflation by trimming personal income tax, lowering taxes on a wide range of consumer goods, and appealing to all Canadians to be "reasonable and moderate in their income expectations and demands."

Finance Minister John Turner said that the sales tax and customs revisions in the new budget will cost the federal treasury \$190 million in lost revenue, but they will help to dampen inflation by reducing prices on hundreds of items. Commodity tax cuts include: exemption of food products and non-alcoholic beverages from the 12 per cent federal sales tax; removal of the federal sales tax on children's clothing; elimination of the 10 per cent special excise tax on toilet articles and cosmetics; and tariff cuts on about \$1.3 billion worth of imported consumer goods. These tariff reductions—averaging 5 per cent—will affect out-of-season fruits and vegetables, pharmaceuticals, and a wide range of household items. Turner urged producers and distributors to pass the savings on to consumers.

He emphasized that, "If we are to moderate the rise in the cost of living, then **we must also moderate the rise in the cost of producing the goods and services that consumers buy.**" It is axiomatic that wage and benefit increases without matching gains in productivity simply inflate prices and adversely affect the standard of living of all Canadians. Economists say an annual 10.9 per cent increase in wages and salaries (the rate in 1972) would condemn the nation to an annual increase of at least 5.5 per cent in prices if productivity grew by only 3 per cent as it did last year.

Turner said that the tax reductions in the budget are designed to enable workers to moderate their wage demands and still keep up with the cost of living. He appealed to union members and their leaders to take their new tax reductions into account before entering negotiations.

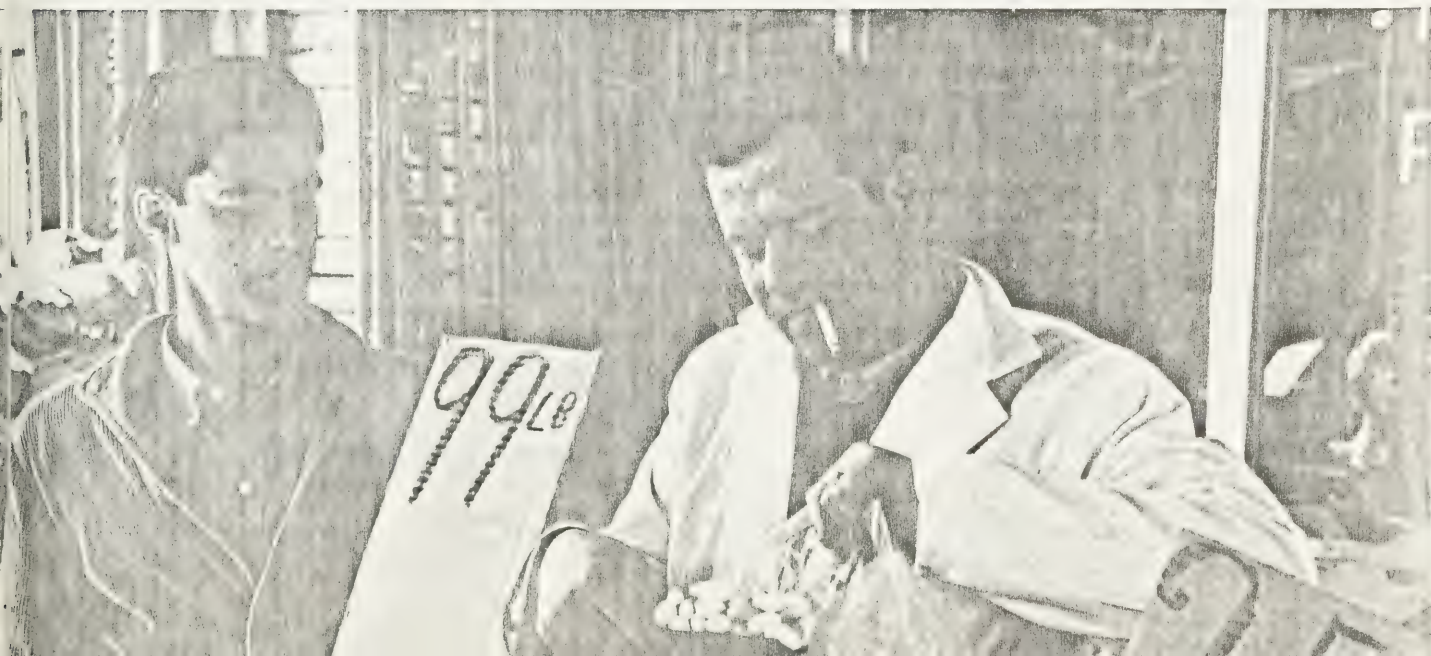
To what extent will organized labour go along with this idea, thus helping to avert the imposition of a wage and price freeze? In its 62-page annual submission to the federal Cabinet, the Canadian Labour Congress spotlighted unemployment as the "No. 1 national problem," but did not mention

the matter that most concerns the lowest-income, least protected persons in our society—rising prices.

Assuming that inflation will continue unabated, **unions are in a position to push for wage gains that will cushion their members against the impact of rising prices and provide a real gain in living standards, too.** The unorganized (who make up the majority of workers in Canada), the pensioners and the poor, however, must depend entirely on public policy action for protection from increased living costs.

Ironically, cushions against inflation for individuals frequently become spurs to inflation for society. The more effective the cushions, the more they are likely to boost the inflation rate. Consequently, a need exists not only to dampen the inflation rate but to reduce the level of inflationary expectations.

If inflation persists at present levels, and if the Canadian Government decides to adopt the Nixon formula, it will do so not because a wage and price freeze is certain to work for Canada, but because there may be no feasible alternative.



THE TRIAL OF STRENGTH BETWEEN GOVERNMENT AND UNIONS IN BRITAIN

A very difficult political and industrial period lies ahead for Britain as Phase 2 of the Government's prices and incomes program begins.

Labour unrest assumed crisis proportions this past winter as strikes spread throughout the country, and it is feared that further disruptions may damage the national economy. Most of the strikers believed they had been treated unfairly because other groups of workers were able to rush through wage increases in a few days before the freeze came down in November. The electricity workers then got ahead of the gas workers, the dustmen ahead of the hospital porters, and British Leyland workers ahead of Ford and Vauxhall workers. Public service employees were annoyed because everyone else got ahead of them.

The strike of the gas workers caused thousands of factories to shut down or curtail operations. People shivered in their homes, schools closed, and housewives had trouble with their cooking as gas supplies fell to a critical level. The train drivers' strike disrupted railway and subway services.

Strikes were called also by customs officials and other public service employees, by teachers, and by non-medical hospital staff—all of which actions were previously unheard of in Britain.

The running battle between the Government and the unions is being fought over the ceiling that limits wage increases to a maximum annual rate of 8 per cent—well below the 15 per cent average of the past year, but approximately twice the expected national increase in productivity.

The Government has promised to review the wage situation this fall, but until then, no settlement for any group of workers will be permitted to exceed \$2.50 a week plus 4 per cent of basic weekly salary up to a maximum annual increase of approximately \$600. The formula is designed to provide proportionately better increases for lower-paid workers.

Two new agencies—a Prices Commission and a Pay Board—have been established to regulate prices, pay, dividends and rents for a three-year period.

To keep prices down, strict controls are being applied at all stages of production and distribution. Price increases by manufacturers will be permitted only if they reflect unavoidable cost increases, but only 50 per cent of even legal wage raises can be passed on in higher prices. Dividend increases will be limited to 5 per cent a year, while profit margins will not be allowed to exceed the average level in the best two of the past five years. If they do, the Government will insist on price reductions.

Organized labour is embittered, however, over the loopholes in the price code exempting fresh and imported food from controls. Food prices have escalated dramatically in Britain since the freeze began. The Government argues that food—half of which is imported—and other imported commodities are impossible to control completely. It is therefore likely that the biggest price increases in the next six months will not come from firms passing on higher wages, but from those trying to catch up with the massive leap in the cost of imported raw materials.

Although Prime Minister Edward Heath is concerned over spreading industrial unrest, he has made it clear that the Government will not yield to counter-pressures from the unions. He says that **the fight against inflation is "a battle on which the whole future of the nation depends."**

In the White Paper announcing details of Phase 2 of the prices and incomes policy, the Government describes rising prices as "the biggest single threat to prosperity and to the improvement of our standard of living." It warns that "the fight against inflation [which was running at more than 10 per cent in 1972] will continue for a long

time to come." Britain's economic plight before the freeze was evident in the disastrous year-end sag in exports that resulted in a \$517,000,000 trade deficit in the final quarter, compared with a \$179,000,000 surplus in the same period in 1971.

The annual spring budget—greeted with disdain by the unions—has heightened doubts about where Britain is going. Increased welfare benefits, \$295 million in tax concessions (almost all from value-added tax), and a new share-ownership scheme to help workers buy company stock have

done nothing to clear the industrial atmosphere.

The primary objective of the budget, however, is more rapid economic growth (5 per cent annually in real terms) through massive state spending. But for this to be possible, the Government has had to resort to deficit financing on a record scale, borrowing \$11 billion.

No one knows what is going to happen in the end. The Government has tacitly acknowledged that it is engaged in a bit of a gamble. The balance of payments

remains weak, imports are rising, and exports are still not good enough. There is an uneasy feeling among most orthodox economists, and many politicians too, that the big balloon of industrial expansion could burst before long.

The nation's labour problems add to the risks that the Government's policies could fail because of indifferent industrial performance. The Government, which believes public opinion is on its side, is hoping that it can hold its own in the present trial of strength and put the economy right.

G.S.



50 YEARS AGO

■ The founding of an organization known as the Union of Intellectual Workers, with headquarters at Zehlendorf, near Berlin, Germany, and the report of a special committee appointed by the U.S. Secretary of Commerce, to investigate unemployment and business cycles, were described in the May 1923 issue of *The Labour Gazette*.

A movement for the organization of intellectual workers was making progress in Germany in May 1923. Prior to that, the only central organization of intellectual workers was the Federation of Non-Manual Workers' Union. This union co-operated with the manual workers' unions and believed that all intellectual workers were employees and should be organized as such. A new organization was founded, the Union of Intellectual Workers, whose headquarters were at Zehlendorf, near Berlin. The president of the Berlin Lawyers' Association had also initiated a movement with a view to the founding of a League of Intellectual Workers. These efforts indicated a tendency toward the concentration of intellectual workers—a concentration similar to that which had recently appeared in some other countries—particularly in England and Italy.

■ An exhaustive investigation into the whole problem of unemployment and of business stabilization methods to prevent the suffering caused by trade depression, was proposed at a conference called by President Harding in Washington in September 1921. In accordance with this proposal, a committee on unemployment and business cycles was appointed in 1923 by Herbert Hoover, U.S. Secretary of Commerce, to undertake this investigation. In its report, **Business Cycles and Unemployment**, the committee used the term "business cycles" to describe the series of changes in business conditions "[that] are characterized by an upward movement toward a boom, followed by a downward movement into depression."

Several reasons were suggested for the upward and downward movement of business, but the general opinion was that the influences that caused the business cycle were conditions within business itself. The problem that the committee was asked to analyse was the possible prevention of widespread unemployment through the control of extreme fluctuations of the business cycle.

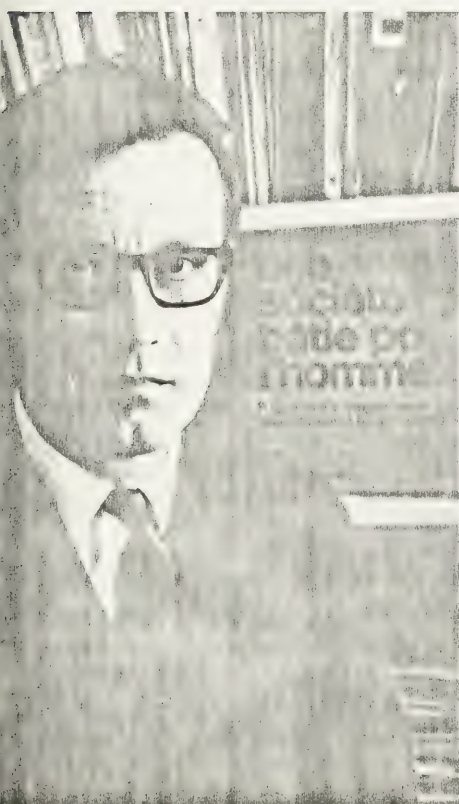
"... In the opinion of the committee there should be a further development of special research into economic forces, business currents and broad questions of economic method [that] should be carried on continuously by government bureaus...

"The committee recommended the partial control of periods of expansion through the cessation and postponement of construction by the Government, railroads, public utilities and private owners in boom periods when prices are high, until a period of depression when prices are low and employment slack. Individual businessmen and corporations should consider the business cycle far more than they do in planning their constructive work. Reserves built up in periods of high earnings and expansion are then spent for construction during periods of depression. This policy would tend to keep low the ratio of fixed assessment to productive capacity to the great advantage of industry.

"In discussing the provision of reserve funds accumulated during periods of prosperity to help sustain workers when unemployed in periods of depression, the committee stated that experimentation along these lines had been scanty in the United States, being confined largely to trade unions and to individual efforts of a few firms. Because of the large expense, it appeared fundamental to the success of such experiments that cyclical unemployment should be reduced to its minimum before any general relief measures were attempted."

A ONE-MAN CRUSADE

Andre Laurin, an official of the Confederation of National Trade Unions (CNTU) and well known for his interest in and dedication to the cause of consumer protection, is the founder-president of a revolutionary new type of credit union that pays no interest on deposits, but works to provide its members with the necessities of life at minimal cost.



Andre Laurin

Laurin believes that our whole economic system is designed to act like a pump that siphons off the meagre savings of the low and medium wage earner while piling goodies into the arms of those controlling production and profit.

The answer is "the creation of collective or social wealth to the detriment of private enrichment." In other words, **keep the purchasing power in the hands of those who can make the most use of it, and out of the hands of those who stash it away.**

This is being attempted now through La Caisse d'Economie des Travailleurs Réunis (The United Workers' Saving Union), which, although operating less than two years, already has \$600,000 in assets. With this kind of money, it has no trouble offering its members such services as fire insurance at half price, car insurance at 30 per cent below normal individual rates, tires at half price, and accommodation for the whole family in a holiday village at \$5 a week, with a subsidized co-operative food counter on the grounds.

If its present rate of growth continues—and all predictions seem to point heavily that way—the Travailleurs Réunis movement will branch out into financing self-managed co-operative businesses and industries.

"Our aim," Laurin says, "is to build a truly just society in which all man's needs, from the cradle to the grave, can be satisfied without any recourse to such notions as speculation, interest and gain."

This near state of Utopia is not only possible, he thinks, but is the only way to survive economically in a world where the big stakes go to the few and the majority barely

subsist. Hardest hit is the low and medium wage earner whom Laurin defines respectively as making less than \$11,000 and less than \$17,000 a year. Inflation, he avers, takes a large chunk of salary increases, and interest received on any small savings "is an illusion and a myth."

A man who earns \$17,000 a year, with a wife and four children, Laurin says, may possibly be able to save \$700 a year—if he's very lucky. "At 8 per cent interest, that would bring him \$56 a year, but taxes take away half of that and so it's really \$28. What can you do with \$28?"

Growing young families who desperately need space to live and breath and develop, but are forced into substandard housing that consumes most of their small earnings, will rejoice in the credit union's plans to let them have interest-free mortgages so that they can buy a \$20,000 house in a housing co-operative for \$84 a month, by-passing the 9½ per cent interest charges that would have brought the cost up to \$186.40.

The credit union will purchase the land and build the homes, paying cash. Each community will consist of a minimum of 17 and a maximum of 50 homes, the number Laurin believes is most amenable to developing a co-operative spirit. Prospective "home-owners" will then make monthly "mortgage" payments, without interest, for a period of 20 years, after which they will no longer have any payments to make. Each member of the co-operative, after 20 years, becomes "owner" of his home in the sense that it is his as long as he lives, and that he can leave it to direct heirs. But no one can sell his home; it remains social property forever.

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Anyone leaving before the 20-year mortgage period was up would not be reimbursed except for any improvement he might have made to the house. The new "owner" coming in would continue mortgage payments until the original 20-year term was up. No one really loses in the deal, Laurin says. If a person left after 10 years he would have saved \$12,000 in interest rates and would have had the pleasure of home-ownership at a very reasonable cost.

Every care will be taken to guard against the community's becoming a slum ghetto. "Our aim is not to encourage people to live as parasites of society, but to help those who may be on welfare to play a useful role in society again." This will be done by ensuring that there is a mixed population in every community. In a 50-home co-operative, there will be at least three university graduates, seven semi-professional, technical college graduates such as laboratory

technicians and nurses, 35 average wage earners and perhaps five persons on welfare.

Each community will have nurseries, a social club, a handicraft workshop, and other social services.

Laurin became known for his interest in social problems when he launched a study of family debt for the CNTU in the Lac St-Jean area, north of Québec City. This culminated in a weekly TV program that exposed interest rate abuses by finance companies and buy-now-pay-later plans. Under his direction, nine problem-solving offices were opened that within a year pulled 10,000 families out of a morass of debt and despair.

The Associations Co-opératives d'Economie Familiale (ACEFS), came into being with his help in 1965, and their many offices throughout the province are still

active in the fight for consumer protection. In the past 10 years the family budget offices and the ACEFS have lost only one of the 480 court actions against finance companies and stores dealing in exorbitant interest rates and fraudulent contracts.

Laurin took leave of absence to study "co-operative economy" at Ecole Pratique des Hautes Etudes in Paris, France and carried out field work in Yugoslavia at the Slovenia Workers' Committee in Ljubljana, but when he returned to Canada in 1966 his ideas on having no-interest savings unions were given less than an enthusiastic reception by the CNTU executive. The credit union movement was already well established throughout Québec factories and businesses, with the usual current interest rates paid and charged.

The CNTU's main objections to the Laurin plan was that it was "too idealistic" and they very much doubted if Québec workers,

long noted for their rugged individualism, would be willing to place their money in a common bucket without expecting interest in return. But the CNTU by October 1969 decided to go along with the plan, and a publicity program was launched to prepare workers psychologically for the experiment in no-credit unions.

More than a year later, on February 28, 1971, Laurin held a public meeting to enlist members for the first Caisse d'Économie des Travailleurs Réunis in Québec City. "About 175 people turned up, most of them, I suspect, out of pure curiosity, but at the end of the meeting 60 persons decided to join the caisse and deposit a total of \$5,000. By the end of the first month, we had 348 members and \$72,811 in deposits."

The pilot Québec caisse today has 3,000 members and \$600,000 in assets. Two traditional caisses

d'économie in St. Jerome and Joliette, north and northeast of Montreal, decided to switch to the no-interest concept and join the Travailleurs Réunis. A fourth caisse has opened recently in Montreal. Laurin eventually hopes to have 22 caisses throughout Québec, each of them with as many branches as they can create.

The Québec caisse alone is growing at a rate of \$70,000 a month, most of it from payroll deductions. Under their latest union contract, all Québec public servants can request a payroll deduction at the employer's expense, and some 60 per cent of Québec labour contracts have this provision. Québécois from all walks of life, Laurin says, are joining the Travailleurs Réunis because they believe in the concept and are attracted by its obvious advantages. The caisse even has several doctors, he adds.

Although the Travailleurs have not yet launched any industries of their own, they have invested in a toy-making co-operative that had been originally started with a federal local initiatives grant. The enterprise is now entirely self-sufficient. The Travailleurs intend also to provide interest-free loans for the expansion of the growing network of Cooprix Co-operative food stores in the province.

At the official opening of the Québec caisse last April, observers from 15 foreign embassies in Ottawa went to Québec City for the ceremony, and several European countries since then have exhibited an interest in the project. Three separate delegations came from France to see how the system works.

"What we are doing is universal in its approach, it's not just something for Québec," Laurin says. "We offer our co-operation to anyone anywhere who wants to follow our example."

PRICE INDEXES

CONSUMER, JANUARY

The consumer price index (1961=100) advanced 0.8 per cent to 144.5 in January from 143.3 in December 1972. This is the largest increase between these two months since before 1961 and contrasts with an average increase between these two months in the preceding five years of 0.3 per cent.

Between January 1972 and January 1973, the index advanced 5.7 per cent. Food prices, which increased

2.0 per cent, were mainly responsible for the latest month's increase. The level of prices for all items other than food rose 0.4 per cent chiefly because of a 0.8 per cent advance in the housing index. The other components recording increases were tobacco and alcohol 0.4 per cent; health and personal care 0.1 per cent; and recreation and reading 0.1 per cent. Clothing prices declined 0.3 per cent and the transportation index decreased 0.1 per cent.

The food index rose 2.0 per cent to 150.0 in January from 147.1 in December 1972. This was the largest increase recorded between these two months since before 1961. Since January 1972, the food index advanced 10.0 per cent, the price of food consumed at home 10.3 per cent, and for restaurant meals, 7.8 per cent. In the latest month restaurant meal prices advanced 1.1 per cent. The price level of food consumed at home rose 2.1 per cent mainly in response to higher prices for beef, pork, eggs, fresh vegetables and milk; all other major foods also

registered increases. The meat, fish and poultry index advanced 3.4 per cent, beef prices 5.8 per cent and pork prices 2.7 per cent. The poultry index rose 0.8 per cent as higher chicken prices outweighed lower quotations for turkey. Since January 1972, the meat, fish and poultry index advanced more than 15 per cent with pork prices increasing, on average, more than 28 per cent. Between December and January, egg prices rose 7.8 per cent, 20 per cent above their level of a year ago.

In the latest month the vegetable index advanced 5.4 per cent as higher prices were registered for most fresh, frozen, and canned varieties. Fruit prices rose 2.0 per cent on average, as increases for some fresh, canned and frozen items were partly offset by declines for others. Since January 1972, the vegetable index advanced more than 16 per cent and that for fruit 11 per cent. Between December and January, price increases were recorded for most dairy products. Fresh milk rose 3.1 per cent following increases in most Ontario cities, and in St. John's, Calgary and Edmonton. The bakery and cereal products index increased 0.4 per cent as most items priced, including bread, corn flakes and cake mix, registered advances. Among other foodstuffs, decreases were recorded for ground coffee and peanut butter, soup, infants' food and sugar. Increases were recorded for soft drinks, jelly powder, jam, tea and instant coffee.

The housing index advanced 0.8 per cent to 148.0 from 146.8 because of an increase of 0.5 per cent in the shelter component and 1.5 per cent in the household operation index. The latter increase was owing to a rise of 3.9 per cent in the fuel and lighting index, resulting from higher prices for electricity in Toronto, Hamilton, Sault Ste. Marie and Calgary, for domestic gas in Calgary and Vancouver, and for fuel oil in several cities

across the country. The rise in the shelter index reflected a 0.7 per cent increase in the home-ownership element. Furniture prices rose 0.4 per cent mainly because of increased quotations for bedroom suites and kitchen sets, and carpet prices advanced 0.3 per cent. Among other household operation items, prices for dishes, detergents, bleaches and floor wax, and wages for household help increased in a number of cities. Between January 1972 and January 1973, the housing index advanced 5.3 per cent.

The clothing index decreased 0.3 per cent to 134.7 from 135.1. This compares with declines of 0.7 per cent between December and January in each of the preceding three years. The decrease in the latest month was mainly because of seasonal sales on a number of items. A 0.9 per cent decrease in the women's wear index was caused by sales on coats, woollen dresses and undergarments, and a decline of 1.1 per cent in the children's wear component resulted mainly from sales on boys' parkas, slacks and sport shirts and girls' winter coats, snowsuits and sweaters. The men's index was unchanged because lower prices for overcoats, ski parkas, business shirts and slacks were offset by higher quotations for most other items—especially sport shirts, socks and underwear. Prices of footwear and piece goods each advanced 0.4 per cent, the former as higher quotations for men's and women's street shoes outweighed reductions for women's snow boots and the latter mainly because of higher prices for woollen dress material. The clothing industry was 3.5 per cent higher than a year ago.

The transportation index declined 0.1 per cent to 133.3 from 133.4 as a decrease in the local transportation element outweighed an increase in the automobile operation component and a seasonal advance in the train fares index. Between January 1972 and January 1973, the transportation index rose 0.8 per cent. The local transportation index decreased 2.3 per cent as a local transit fare reduction in Toronto outweighed some higher local bus fares in Quebec City. An increase of 0.3 per cent in the automobile operation component was mainly due to higher new car prices, scattered increases in gasoline and motor oil quotations; automobile repair charges rose in St. John's.

The health and personal care index rose 0.1 per cent to 151.9 from 151.8 chiefly because of the removal of sale prices on cleansing tissues, razor blades, toilet soap and shaving cream; toothpaste prices were lower because of sales. The index was 3.8 per cent above its level of a year ago.

The recreation and reading index increased 0.1 per cent to 141.5 from 141.4 as a result of higher newspaper subscription rates in Charlottetown and Trois-Rivières, and was 3.7 per cent above its level of a year ago.

The tobacco and alcohol index rose 0.4 per cent to 135.3 from 134.7 because of an increase of 0.9 per cent in alcoholic beverage prices that reflected some increased beer quotations in Quebec and Alberta and higher liquor prices in Newfoundland, Alberta and British Columbia. Since January 1972, the tobacco and alcohol index increased 4.3 per cent.

Consumer price index items, classified by commodities and services, give another view of the incidence of the change in prices.

The services index rose 0.3 per cent between December and January because of higher charges for shelter services and increased wages for household help. The commodities index advanced 1.1 per cent mostly because of the 0.2 per cent increase in food prices. The component for non-durables other than food, rose 0.5 per cent as higher prices for footwear, alcoholic beverages, fuel, electricity and some toiletries and cleaning supplies outweighed reductions for textiles. An increase of 0.4 per cent in durable prices resulted from higher prices for new cars, furniture and carpets. Between January 1972 and January 1973, the total commodities index advanced 5.8 per cent, and the services component increased 5.4 per cent.

CITY CONSUMER, JANUARY

A consumer price index for a particular regional city measures the movements in prices within the specified city. Consumer price indexes for regional cities cannot be used to compare levels of prices between cities.

Between December 1972 and January 1973 consumer price indexes rose in all regional cities and city-combinations with increases ranging from 0.4 per cent in Saskatoon-Regina to 1.3 per cent in Thunder Bay. Advances in the food indexes, ranging from 0.5 per cent in St. John's to 3.2 per cent in Toronto, were responsible for the latest month's increase in the city consumer price index. The advance in the food index registered in the 12 cities was mainly due to higher prices for restaurant meals, beef, pork, eggs, fresh vegetables and fresh milk; higher prices for soft drinks, jelly powder and jam were also recorded.

Housing components rose in 9 cities, reflecting increased prices for fuel oil in many cities, electricity (Toronto and Calgary), domestic gas (Calgary and Vancouver),

and several home furnishings and household supply items, together with increased wages for household help. Clothing indexes declined in 7 eastern cities mainly because of sales of winter apparel. The transportation indexes advanced in 10 cities because of higher prices for new automobiles and a seasonal increase in the train fares index.

The components for health and personal care rose in 5 cities, declined in 4 and were unchanged in 3. The increases were mainly due to the removal of sale prices on cleansing tissues, razor blades, toilet soap and shaving cream. The tobacco and alcohol indexes rose because of higher alcoholic beverage prices—beer in Quebec and Alberta, and liquor in Newfoundland, Alberta and British Columbia. The components for recreation and reading were unchanged in all of the cities and city-combinations.

Regional consumer price index point changes between December 1972 and January 1973 were, on the base 1961=100: Toronto +1.7 to 139.4; Edmonton-Calgary +1.3 to 137.1; Montreal +1.2 to 134.8; Saint John +1.1 to 134.6; Ottawa +1.1 to 140.2; Halifax +1.0 to 134.6; Vancouver +0.9 to 135.2; St. John's +0.7 to 133.3; Winnipeg +0.7 to 137.5; Saskatoon-Regina +0.5 to 131.3. On the base 1969=100: Thunder Bay +1.4 to 110.9; Quebec City +1.2 to 109.6.

City indexes are not as comprehensive in price content as the Canada consumer price index and may underestimate slightly the degree of price movement occurring. In this connection, the shelter component of the city indexes moves on the basis of changes in rents only; changes in both rents and home ownership costs are included in the Canada index.

As a result of home ownership costs having increased more rapidly than rents, the housing and

all-items indexes for cities underestimate somewhat the rates of price increases, particularly over longer periods. Plans are being made by Statistics Canada to incorporate home ownership prices in city indexes.

WHOLESALE, JANUARY

The general wholesale index (1935-39=100) advanced 2.5 per cent in January 1973 to 336.4 from the revised December 1972 index of 328.3. It was 12.3 per cent higher than the January 1972 index of 299.6. All eight major indexes were higher.

The animal products group index rose 3.3 per cent to 405.2 from 392.2 reflecting price increases for livestock, fresh and cured meats, boots and shoes, fishery products and fresh milk. Higher prices for worsted yarns, cotton knit goods, raw cotton, cotton fabrics, and domestic and imported raw wool were mainly responsible for a rise of 3.0 per cent to 291.6 from 283.0 in the textiles products group index. The vegetable products group index moved 2.7 per cent higher to 288.4 from the revised December index of 280.7 on price increases for unmanufactured tobacco, grains, potatoes, livestock and poultry feeds, and sugar and its products. The wood products group index moved up 2.3 per cent to 477.2 on higher prices for fir, cedar and spruce. Price increases registered for petroleum and its products resulted in an advance of 2.3 per cent in the non-metallic mineral products group index to 240.9 from 235.4. An increase of 2.2 per cent to 278.3 from 272.3 in the non-ferrous metal products group index reflected higher prices for copper, silver and zinc. The iron products group index moved up 1.5 per cent on price increases for rolling mill products and scrap iron and steel. The chemical products group index edged up to 250.5 from 249.0.

NEWS BRIEFS

■ A call for the formation of fully representative, industry-wide labour and management bodies followed the first national joint conference, in Ottawa, of AFL-CIO building trades unions and construction employers associations.

Similar joint meetings on a provincial basis were judged necessary to deal immediately with the issues raised at the conference. Failure to have provincial meetings would nullify any gains made at the national conference, according to G. H. Durocher, Director of Labour Relations for the Canadian Construction Association. Effective action to better the industrial relations climate in construction can only be taken at the provincial level and below, he said, where bargaining actually takes place.

Greater employer-employee co-operation was also urged, as reflected in one recommendation that "negotiations this year should be resolved without work stoppages." The number of days lost because of industrial disagreements, combined with an unusually large number of contracts coming up for negotiation this spring, has increased the desire for settlements without work stoppages.

Other developments, too, have brought both sides to reconsider their positions. New bargaining mechanisms developed by employers encourage employers and employees to co-ordinate and unify their bargaining objectives. When talks break down in such units, the resulting work stoppage affects not just one trade but the construction in an entire region.

Also worrisome to unions and contractors that use unionized labour is the rising trend toward the use of non-union or industrial union workers on construction projects. Both of these alternative labour sources are alleged to be cheaper and more flexible than are the members of the building trades unions.

Beside aiming for fewer work stoppages and the setting up of provincial and national bodies, the conference concluded that it would work toward bringing stability and continuity in construction employment opportunities by attempting to reduce cyclical and seasonal fluctuations in the demand for construction, and improving communications between labour and management at all levels.

The importance of construction in Canada is underlined by the fact that it represents about 18 per cent of the gross national product, or \$16.5 billion. Approximately 13,000 employers and 300,000 workers in building trades unions are employed in the construction industry.



Owen B. Shime

■ A new contract for Canadian postal workers was agreed to on January 24 by negotiators representing the Council of Postal Unions and Treasury Board. Union members ratified the agreement in a vote concluded February 15, with 73 per cent of full-time employees and 66 per cent of part-time employees in favour of the settlement terms. Ballots were cast by 24,000 of the 30,000 union members. The final agreement, signed March 5, covers a 33-month period from March 27, 1972 to December 31, 1973.

The confirmation vote concluded negotiations that had been started as early as February 10, 1972. A conciliation board, headed by Owen B. Shime, Vice-Chairman of the Ontario Labour Relations Board, presented recommendations to the Public Service Staff Relations Board on December 14 in the form of a majority and a minority report. The majority report

was signed by Shime and labour representative William Walsh, while employer nominee B. H. Stewart submitted a dissenting minority report.

One key proposal in the majority report was that "the introduction of change and technological change is a matter of mutual interest and, accordingly, the employer and the Council of Postal Unions agree to forthwith establish a union-management manpower committee composed of 4 representatives of the Council, 4 representatives of the employer, and an independent advisor to assist in the work of the committee and its deliberations." The board would have authority to discuss such matters as technological change, job descriptions, wage, hours of work, use of casual or part-time employees, dispersion of the postal coding machine, and deployment of the work force.

Other parts of the majority report committed the employer to "take special measures to protect the wages of full-time employees directly affected by any wide-range restructuring of jobs," as well as introducing a new pay-scale that would raise wages for postal clerks from \$3.69 to \$4.34 an hour and from \$3.54 to \$4.19 an hour for letter carriers.

Shime singled out Public Service Staff Relations Act restrictions on job security and job classifications—considered non-negotiable issues—to be a major block in negotiations and adding to the already bad labour-management relations in the Post Office. Because both these issues were of major concern to employees, and both had been excluded as bargaining issues, little progress had been made in the 56 negotiating sessions before the establishment of the conciliation board.

Following presentation of the conciliation report, union members voted January 7 on whether to accept the terms of the majority report as a basis for settlement. The membership, in a close vote, approved the majority report despite the recommendations of the council's negotiating committee that the terms be rejected. The federal Government gave endorsement to the majority report on January 15, and negotiations resumed.

The January 24 contract signing came only after several breakdowns in negotiations had resulted in wildcat walkouts by workers in Toronto, Vancouver, and other cities. Settlement was made possible when negotiators agreed to include changes in job classifications under the authority of the joint labour-management manpower committee. The vote by the postal unions' general membership, completed February 15, gave approval for signing of the final contract, removing the threat of a legal strike that became possible 7 days after the conciliation board presented its report.

■ **The most comprehensive program for the promotion of the health and safety of persons in the mineral industry in Canada is being implemented by the Government of Saskatchewan.**

Provincial Labour Minister Gordon Snyder and Minister of Mineral Resources Kim Thorson recently announced details of the program. The Occupational Health and Safety Division of the Labour Department will provide safety inspection services to ensure the health and safety of mine employees who work with machinery, other equipment and explosives. The health and safety team includes medical staff, occupational hygienists, a toxicologist and inspectors.

The responsibility for the safety of mines under The Mines Regulations Act, formerly with the Department of Mineral Resources, was transferred to the Occupational Health and Safety Division of the Labour Department on April 1, 1973.

■ **Québec's Bill 89 "assuring the welfare of the population in the event of a labour dispute" was tabled in the Québec National Assembly by the Minister of Labour and Manpower, Jean Cournoyer, and, after first reading, has been referred to the members of the Parliamentary Committee for study.** As a result of the imprisonment of the leaders of the central labour congresses and of the refusal of their central labour congresses to work with the committee, the latter will probably not be able to begin its study of the bill before autumn.

Unions strongly objected to the bill; the CNTU, in particular, had refused to submit its observations to the Parliamentary Committee. It felt that "the very principle of the bill was wrong" and that it should be withdrawn. M. Dalpé, spokesman for the CNTU, has stated that the bill "will harden stands and will not reach its objective, while creating much bitterness." As for the CEQ—it finds the bill "demagogic" and calls it a "pre-election scheme;" the Provincial Association of Protestant Teachers expressed the opinion that the bill would take the right to strike away from 80,000 teachers, as the Government reserved the right to define essential services "unilaterally." On the other hand, the Management Council endorsed the bill.

■ **Workers from 6 Toronto area hospitals have affiliated with the Confederation of National Trade Unions.** The 2,100 workers, formerly members of the Canadian Union of General Employees, joined the CNTU when CUGE formally affiliated with the Fédération des Service, a CNTU component. The workers are employees of Hillcrest Convalescent Hospital, Ontario Crippled Children's Centre, Queen Elizabeth Hospital, Salvation Army Grace Hospital, North York General Hospital, and Toronto Western Hospital. Addition of the Toronto hospital workers brings CNTU membership outside Québec to 4,000. Membership within Québec is about 165,000.

■ **Food shortages in the face of rising demand are to blame for higher food prices,** the Canadian Labour Congress told a meeting of the special House of Commons committee on food prices. The CLC's 10-page brief to the committee urged the Government to ensure an adequate supply of food in future by undertaking "new initiatives to infuse the (agricultural) industry with adequate labour and capital so that it may return to previous rates of increase in productivity."

The Congress said also that "it should not be overlooked that **market power exercised by pro-**

cessors and retailers may well generate additional distorting effects on price levels." The brief urged the committee to investigate the degree of competition in the food industry, and called for the passage of tough legislation to ensure that consumers buy food in a free market at the lowest possible prices.

The CLC's submission came under heavy fire from the committee, however, for making **no mention of labour costs as an important factor in higher prices.** The brief did not cite any statistics on wage rates and trends in the food industry, nor did it attack charges made by previous briefs that wages were largely responsible for higher food prices.

According to Statistics Canada, food prices have risen 51.6 per cent since 1961, while industrial wages have almost doubled from \$78.24 to more than \$153 a week on the average.

Though about 200,000 Canadians depend on the food industry for a living, the CLC did not supply the committee with any data on the percentage of industry employees who are unionized.

The Congress argued that it would have taken a 50-page brief to provide all the information the committee required.

■ **Canada's major food processors blame rising food costs on crop shortages and high wages.** In their brief to the special House of Commons committee on food prices, the Grocery Products Manufacturers of Canada contended that they have offset rising labour costs by improving the efficiency of their operations, but that there "is no way to increase productivity to a point where rising labour costs can be fully offset."

The brief added that wages in manufacturing have increased by 57 per cent over the past five years, compared with a 25.8 per cent increase in prices.

The food processors association suggested that the federal Government consider "income guarantees" rather than wage and price controls as a means of coping with food prices. It argued that controls would merely "distort" the market, and that "suppressed inflation" would erupt as soon as the controls were removed.



■ **The Public Service Commission has begun to investigate complaints of alleged discrimination on the grounds of sex, race, national origin, colour or religion against workers covered under the Public Service Employment Act.** The Fair Employment Practices Act, administered by the federal Department of Labour, does not cover the public service. Consequently, the Commission was assigned investigatory duties by an order in council under authority of Sec. 5(f) of the Public Service Employment Act; an autonomous investigation branch has been established to examine cases of alleged discrimination using any procedure it considers necessary.



The new branch will process complaints from all sectors of the public service except those received from members of the Commission itself. Appeals alleging discrimination will first be referred to the Commission's Appeals Branch. If necessary, the Investigation Branch can be called on to investigate and report on the case, and the Appeal Board can render its decision on the basis of collected evidence.

■ **The "brain drain" of Canadian professionals to the United States is currently at a low level but will soon increase,** according to the Technical Service Council of Canada, a Toronto-based placement service. The industry-sponsored TSC, formed in 1927 specifically to keep professionals in Canada, reports that its quarterly survey of 1,400 companies showed that professionals jobs increased 8.5 per cent in the last quarter of 1972, compared with the same period in 1971.

Joseph Gledhill, regional director of the TSC's Executive Division predicts that the upturn is "expected to continue during 1973. Junior and intermediate sales engineers with experience are in short supply. Other shortages are likely to develop, even though some executives and professionals are having trouble securing positions."

There is a sharply increased demand for mechanical draftsmen, field engineers and construction superintendents. Occupations in strongest demand include general accountants, cost accountants, controllers, personnel managers, municipal engineers, industrial engineers, computer programmers, systems analysts, plant managers and foremen. The TSC reports that "one Ontario manufacturer is planning to recruit draftsmen in Europe, having spent several thousand dollars in unsuccessful attempts to hire in Canada."

The recent upturn in the economy has improved opportunities for young engineers, and many 1972 engineering graduates have now been placed; however, opportunities are limited for junior electrical engineers, junior civil engineers, civil draftsmen, civil technologists, tool designers, and operations researchers.

Among those who emigrated from Canada recently were 142 accountants, 99 chemists, 400 engineers, 81 designers and draftsmen, 776 nurses and 439 doctors and surgeons. Doctors and nurses and associated medical workers are now the only groups accepted without previous assurance of a job. Those Canadians who have been approved by the U.S. Department of Labor face a 19- to 20-month wait before getting into the U.S. This has discouraged many prospective American employers from sponsoring Canadians, but there is now a bill before Congress that would allow 40,000 Canadian immigrants a year; if approved, this would virtually eliminate the backlog of immigrants. The elimination of conscription is predicted as another factor that will encourage an increase in the brain drain.

■ Statistics Canada reports that total labour income in 1972 was an estimated \$56.85 billion—up 10.9 per cent over the previous year. Wages and salaries in manufacturing advanced 8.4 per cent in 1972 and those in the service industries by 12 per cent. Inflation, however, reduced purchasing power by about 5.5 per cent last year.

■ **Noise is the leading industrial problem in Alberta,** according to Dr. C. R. May, Director of Industrial Health Services for the Alberta Health Department. Addressing a government-industry

safety seminar, he estimated that 7,000 workers in the province were partially deaf because of industrial noise and that 700 more workers are affected each year. He added that the problem is not a new one, and was first written about in 1820. "That is 150 years ago, and we still haven't done anything about it," he said.

Radiation was also singled out as an industrial danger causing an "appalling rate" of health problems. "Many persons working with radiation are over-exposed, improperly supervised, and working long hours under poor conditions," May claimed, but the fact that radiation is a federally-controlled field makes it difficult for Alberta to exercise the control needed. May concluded that occupational diseases are increasing in Alberta's industries, but that the number of people capable of dealing with the problem is remaining static. He said that only two industries out of the province's 2,000 are succeeding in lowering occupational disease rates.

■ **A total of 998,593 workers were employed through referral by Canada Manpower Centres in 1972,** the highest total in any year since establishment of the Department of Manpower and Immigration in 1966. This record represents an increase of 24.7 per cent over 1971 and 55 per cent over 1970. An additional 291,275 man-days of short-term or casual work were provided for CMC clients during 1972, and 328,000 clients were placed in federally sponsored training courses, an increase of 2,000 since 1971. A record 1,300,000 job vacancies were listed by employers with Manpower Centres during the year, a 25 per cent increase over the 1,100,000 job orders placed in 1971.

■ "Many of those outside the labour movement have a very narrow and somewhat prejudiced image of a person described as a trade unionist," according to Ed Cosgrove, Public Relations Director of the Ontario Federation of Labour. A 20-minute colour film, soon to be released, is expected to update the public's conception of the trade unionist. The film, titled "The Trade Unionist—A Conflict of Images," written and directed by Cosgrove, is being produced by the OFL and Canadian Breweries, which has contributed \$10,000 to production costs.

OFL President David Archer said that the film is designed to help dispel some of the "prejudices toward unions" that are held by many non-organized wage earners in Canada who would benefit from affiliation with a trade union.

■ In 1971, 84.6 per cent of all single women in the population aged 25 to 34 were in the labour force; 46.8 per cent of all married women aged 20 to 24 in the population were also in the labour force.

In 1971, there were 878,000 women employed in clerical occupations, representing 72.1 per cent of all persons so employed.

In 1971, 1.63 per cent of women in the full-time employed labour force were absent from work because of illness for the whole of a particular week; the percentage of men in the full-time employed labour force who were absent from work because of illness for the whole of a particular week was 1.88 per cent.

These figures are contained in the latest edition of the booklet, "Women in the Labour Force 1971: Facts and Figures," an annual bilingual publication of the Women's Bureau of the Canada Department of Labour.

This edition contains a list of international instruments and federal and provincial legislation related to the status of women. It is the first time that the book has carried such a listing. What it reveals is that most of the Canadian legislation has been passed in the last 10 years, and a surprisingly high proportion in the last four years that the booklet deals with.

The booklet is divided into five parts, the fifth of which gives information on legislation and instruments. Part I contains annual averages such as ages and marital status of the labour force. Part II is "Miscellaneous Data on Women in the Labour Force," and deals with the rate of unemployment by age and marital status. It also lists the members of private pensions plans. Part III is titled, "Earnings of Men and Women in Selected Areas," and Part IV, "Teachers and Principals in Elementary and Secondary Schools."

The booklet is available from the Women's Bureau, Canada Department of Labour, Ottawa.

The British Columbia Labour Relations Board has ruled that the Canadian Workers Union is not a trade union within the meaning of the province's Labour Relations Act. The Board rejected an application by the fledgling union for a certification vote among 3,600 employees of Cominco Ltd. who are represented by the United Steelworkers of America.

The Canadian group had applied as a national union, but British Columbia labour law provides for certification of a trade union only on a local or provincial basis. The ruling is seen as a setback for the movement to replace international unions with all-Canadian unions.

General Hourly Minimum Wage Rates for Adult Workers (as of January 1, 1973)

Federal	\$1.90 an hour
Alberta	\$1.75 an hour
British Columbia	\$2.00 an hour
Manitoba	(\$2.25 an hour from December 3, 1973; \$2.50 an hour from June 3, 1974)
New Brunswick	\$1.75 an hour
Nova Scotia	\$1.50 an hour
Ontario	\$1.55 an hour
Prince Edward Island	(\$1.65 an hour from July 1, 1973)
Québec	\$1.65 an hour
Saskatchewan	(\$1.80 an hour from February 1, 1973)
Northwest Territories	\$1.25 an hour (male); \$1.10 an hour (female); \$1.40 an hour (male) and \$1.30 an hour (female) from July 1, 1973; \$1.50 an hour (both sexes) from July 1, 1974)
Yukon Territory	\$1.65 an hour; (\$1.70 an hour from May 1, 1973; \$1.80 an hour from November 1, 1973; \$1.90 an hour from May 1, 1974; \$2.00 an hour from November 1, 1974)
Saskatchewan	\$1.75 an hour
Northwest Territories	\$1.75 an hour
Yukon Territory	\$1.50 an hour
Yukon Territory	\$1.75 an hour

■ Prices will continue to rise, and "we do not know where or when it is going to end," the Canadian Grocery Distributors' Institute told the special Commons committee on food prices.

The Institute, which numbers most grocery retailers and some wholesalers among its members, suggested that the committee probe the effect of marketing boards on consumer prices, and that it take a close look at wage increases that bring no increase in productivity. It recommended also that the committee take into consideration the rising costs of raw materials.

The Institute claimed that none of its members was making inordinate profits, and that wages, taxes and other costs were moving up, while competition remained fierce. It rejected the idea of controls on food prices alone. Controls should be imposed only in conjunction with across-the-board ceilings on wages, profits and rents, it said.

Though food prices have risen about 41 per cent since 1961, the prices of other commodities have gone up even further, remarked the grocery products group. Other increases over the same period include: 98 per cent for pharmaceuticals, 96 per cent for automobile insurance, 85 per cent for dental fees, 76 per cent for local transportation, 50 per cent for health care, and 46 per cent for housing.

The Institute's representatives ran into some heavy questioning as to how much competition really exists in the food industry.

■ Food costs increase by 300 per cent between the farm and the consumer, according to the brief submitted by the Government of Alberta to the House of Commons committee on food prices. "The consumer is purchasing not only agricultural products," the brief said, "but also numerous services added to the basic commodity by processors, wholesalers, and retailers."

The Alberta Government doubted that price controls would have long-term effectiveness, but noted that the federal Government should also consider relief for farmers with rising production costs if controls are instituted.

Instead of introducing such controls, the Government should supplement the incomes of people who can't afford today's food prices, the brief suggested. It pointed out that great strain has been put on low-income groups by food costs that have risen 10.2 per cent between February 1972 and February 1973. Native people in the Northwest Territories spend up to 45 per cent of their income on food, the brief claimed, whereas the average Canadian family spends 19 per cent.

Alberta proposed a "food-chain intelligence system" that would watch over factors that raise food prices, as well as investigate methods to improve efficiency and inform shoppers on proper spending for nutritional benefit. It noted that the consumer market section of the Alberta Department of Agriculture was recently formed to offer these services.



Romeo Maione

■ Romeo Maione has been appointed Director of the Canadian Labour Congress' International Affairs Department, effective March 1. Maione served as assistant director of the Department from 1963 to 1966 and has also had experience as the international president of the Young Christian Workers from 1957 to 1961. Immediately prior to his new appointment, Maione was director of the Canadian Catholic Organization of Development and Peace. He is fluent in English, French, Italian and Spanish.

■ Man-days lost in 1972 through strikes and lockouts totalled 7,848,360—an increase of 270 per cent over the previous year's total, and the highest time loss ever recorded.

GENERAL TOPICS

U.S. CONSUMER, JANUARY

The consumer price index (1967=100) rose .3 per cent in January to 127.7 and was 3.7 per cent higher than a year ago. Higher prices for all major categories of take-home food—meats, poultry, eggs, fresh fruits and vegetables and milk—more than offset declines in prices of women's clothing, used cars, tires, furniture, houses and some house furnishings. The result was an increase of .3 per cent above the December price index, or .5 of 1 per cent after seasonal adjustment of the data to take account of the usual January decline in the index. This adjustment is a statistical device designed to eliminate purely seasonal factors and make the underlying economic trend clear.

The Labor Department, in a comparison of price trends in the 14 months of the second phase of the government's wage-price controls that ended January 11, and the 8 months preceding the price-wage freeze of August 15, 1971, found that the entire consumer price index rose by 3.7 per cent in the second phase as against 3.8 per cent before the freeze; food prices advanced by 6.3 per cent, as against 5 per cent before the freeze; non-food commodities rose by 2.3 per cent, against 2.9 per cent before the freeze; and services rose by 3.5 per cent as against 4.5 per cent in the earlier period.

EMPLOYMENT REVIEW

The seasonally adjusted unemployment rate decreased from 6.7 in December to 6.2 in January. It was also 6.2 in January 1972. By

main age-sex groups, there was a large decrease in the rate for persons 14 to 24 years of age; a smaller decrease for men 25 years of age and over, and little change for women 25 years of age and over. The rate decreased in all regions except the Atlantic area where there was little change.

Employment. Employment, seasonally adjusted, increased to 8,531,000 in January. A year ago it was 8,245,000. There were large increases in employment for men 25 years of age and over and for persons age 14 to 24, with lower gains for women age 25 and over. The increase in employment applied to part-time and full-time work. A rise in the level of employment occurred mainly in Ontario with smaller gains in the Prairie region and British Columbia. The Atlantic and Québec regions showed slight declines.

Unemployment. The level of unemployment in January 1973, seasonally adjusted, was 566,000, compared with 602,000 in December and 546,000 in January 1972. The level of unemployment showed large decreases for persons 14 to 24 years of age and men 25 years of age and over, with a smaller decline for women age 25 years and over. By duration, both the shorter and longer term unemployment showed decreases.

Regionally, Ontario showed the largest decrease, followed by Québec and the Prairie area. British Columbia and the Atlantic region showed little change.

Participation rate. The participation rate increased from 56.7 in December to 57.3 in January and was spread among main age-sex groups. A year ago the rate was 56.6. By region, the rates increased largely in British Columbia, and to a lesser extent in the Prairie region and Ontario. Québec and the Atlantic region showed little change.

MAY CREDITS

Labour Legislation in 1971-72, Part 4, p. 298, was prepared in the Legislative Research Branch of the Canada Department of Labour.

Unemployment insurance, p. 285, originates with the Unemployment Insurance and Manpower Section of Statistics Canada. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Certification before the CLRB, p. 331, is prepared by the Employee Representation Branch of the Department of Labour, and covers proceedings under the Canada Labour Code, Part V, involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation before the Minister of Labour, p. 334, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Canada Labour Code, Part V, involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Photos. NFB: Cover, p. 267, 268, 272, 274, 279, 281, 282, 287, 293. British Information Services, p. 284. Gilbert A. Milne and Co., p. 291. Studio Impact, p. 271. Andrews Hunt Photography, p. 270. Thomas Studio, p. 296. Jean-Louis Frund, p. 286. Colin Price, Photo Features, p. 312, 313, 315, 322, 323, 324.

LABOUR LEGISLATION IN 1972

PART 4: EMPLOYMENT STANDARDS

BY HENRY J. ZWIREK

Nova Scotia enacted an extremely comprehensive Labour Standards Code that was proclaimed in force on February 1, 1973. This Code replaces the Employment of Children Act, the Equal Pay Act, the Industrial Standards Act, the Minimum Wage Act, the Limitation of Hours of Labour Act and the Vacation Pay Act.

The Code introduced requirements regarding notice of group termination of employment, maternity protection, pay protection, including a wage collection procedure and prohibitions against assignment of wages and dismissal for garnishment, and revived hours of work legislation. In addition, major changes were made in provisions concerning equal pay, notice of individual termination, general holidays and minimum age for employment. A Labour Standards Tribunal was established to help enforce the provisions of the new Code.

The coverage of existing labour standards provisions was broadened and some amendments were made to the annual vacation and industrial standards provisions.

Amendments to the Manitoba Employment Standards Act, which came into force on July 11, 1972, provide for maternity leave and job protection during such leave and require extended notice to be given by employers where large groups of employees stand to have their employment terminated.

Saskatchewan enacted unique legislation allowing an employee to obtain leave of absence to run for and hold political office.

Wage protection legislation was strengthened in Manitoba and Alberta, and in Saskatchewan the assigning of wages to secure a debt is now prohibited.

The amount of money exempted from garnishment was changed by regulation in Newfoundland and Prince Edward Island.

Amendments to labour acts, or new regulations, affected annual vacation with pay in the provinces of Québec, Manitoba and Prince Edward Island.

During the course of the year, increases in minimum wage rates either came into force or were announced in most jurisdictions.

In addition, various jurisdictions made changes in the area of hours of work, notice of termination, equal pay, school leaving age, and annual vacations with pay.

GENERAL PROVISIONS

The application of the Manitoba Act is being extended to professional homemakers and to domestics employed by nursing homes and other similar agencies, except for baby sitting agencies. Under the present Act, domestics in private homes are excluded. The amendment will make it clear that only domestics in a private home who are paid by the householder are excluded. A further amendment extends the Act's application to persons, previously excluded, who are given employment under a charitable plan or project.

The Nova Scotia Code applies to all employers including the Crown. Members of named professions and designated classes of work may be excluded by regulation. Specific employers or classes of employers may be exempted from the maternity leave and group and individual notice of termination provisions. The hours of work and minimum age provisions apply only in specified industries.

The Minimum Wage Act (which also governed notice of termination and pay for general holidays) excluded farm labourers and domestic servants; and the Vacation Pay Act excluded domestic servants, farm workers, lumber industry workers and commercial fishermen.

A unique feature of Nova Scotia legislation is a Labour Standards Tribunal to assist in enforcement of the Code. Where the Director of Labour Standards receives a complaint or, if, on reasonable grounds, he believes that there has been a failure to comply with the Act, he or his appointee may inquire into the matter and try to bring about a settlement.

The Labour Standards Tribunal is to be an appeal body that is to hear complaints referred by the Director of Labour Standards or by complainants who are not satisfied with the Director's decision. Its procedures are intended to be informal and expeditious.

The Tribunal is to determine its own procedure, but must give an opportunity for all interested parties to present evidence and make representation.

Hearings before the Tribunal are to be public, unless it decides to hold hearings in camera because intimate financial or personal matters may be disclosed and the desirability of avoiding disclosure outweighs the desirability of adhering to the principle of open hearings.

The Tribunal must decide whether the Act has been contravened and issue an order. It may order the contravening party to comply fully with the Act and to rectify an injury or make compensation for it.

Any person affected by a decision or order of the Tribunal may appeal within 30 days to the Appeal Division of the Supreme Court, on a question of law or jurisdiction.

Where an order of the Tribunal requires the payment of money, the person entitled to the payment may bring court action to recover the money.

The Tribunal is to consist of three members appointed by the Governor in Council. At least one of the members must be a woman. Alternate members may also be appointed.

As before, the Governor in Council is also to appoint a Minimum Wage Board consisting of five to seven members of whom at least two are to be women. This Board may make orders, with the approval of the Governor in Council fixing minimum wages, hours of work and exempting groups or classes of employees or employers from the operation of the Labour Code.

On May 11, 1972, Prince Edward Island established an Employment Standards Advisory Board, which assumed certain duties presently

carried out by the Labour Relations Board. This new Board consists of not more than five members appointed by the Lieutenant-Governor in Council. It has the authority to make minimum wage orders as well as to hear appeals from employers regarding unpaid wages collected in trust by the Inspector of Labour Standards.

Orders made by the Employment Standards Advisory Board are subject to the approval of the Lieutenant-Governor in Council, whereas orders made by the Labour Relations Board do not require such approval. The Minister may appoint a secretary for this new Board to carry out the duties prescribed by the Minister and any other duties imposed on him by the Board.

SCHOOL LEAVING AGE

The Prince Edward Island School Act requires that a child attend school until the age of 15, unless he has completed grade 12 or has been exempted from school attendance by the Minister of Education.

Previously, attendance was required for only 75 per cent of the term except in Charlottetown and other towns that required 90 per cent attendance. Exemptions could be granted for poverty, or, if the child were 12, for not more than six weeks in a school year if his services were required in husbandry or other necessary employment. In Nova Scotia, the school leaving age is 16 throughout the province. Formerly, the age was 14 in areas outside cities and towns unless a higher age requirement was fixed locally.

As before, a child of 12 years or over may be exempted from school attendance in specified circumstances for a period not exceeding six weeks in a school year. A child of 13 or over may be granted an employment certificate where his employment is necessary in order to maintain himself or brothers.

MINIMUM AGE FOR EMPLOYMENT

The Nova Scotia Labour Standards Code increased the minimum age for employment from 14 to 16 in industrial undertakings (including mines, quarries and construction), the forest industry, garages and service stations, hotels and restaurants, operating elevators, theatres, dance halls, shooting galleries, bowling alleys, billiard and pool rooms, and in any employment prohibited by regulation. Subject to any Act or regulations, this restriction does not apply to an employer who employs members of his family.

The employment of children under 14 is still prohibited in work unwholesome or harmful to health or normal development, or which prejudices attendance at school or the child's capacity to benefit from instruction; for more than eight hours in a day; for more than three hours on a school day (except with an employment certificate); on any day for a period that, when added to school hours, totals more than eight; or at night between 10 p.m. and 6 a.m.

MINIMUM WAGES

New minimum wage rates were either introduced or came into effect in 12 jurisdictions.

The Governor in Council issued an order raising the federal minimum wage to \$1.90 an hour (an increase of 15 cents) for employees 17 and over. The rate for young workers was similarly increased to \$1.65 an hour. Both rates became effective November 1, 1972.

Alberta regulations increased the general rates to \$1.75 for employees 18 and over and to \$1.60 for employees under 18. This 20-cent increase became effective January 1, 1973. The order does not apply to employees paid under a subsisting collective agreement, until the next anniversary date of the agreement.

Rates for students, now defined as workers under 18 employed on a part-time basis during the period they are attending school, increased to \$1.25 an hour, effective January 1, 1973. Formerly, students were divided into two categories with different rates for each group—students 18 and over received \$1.00 an hour and the under-18 age group received 85 cents an hour.

British Columbia eliminated separate minimum wage acts for male and female workers by consolidating both acts into one Minimum Wage Act. The amending legislation also directed the board to fix the minimum wage at a rate of not less than \$2.00 an hour for employees 18 and over and \$1.60 an hour for employees 17 and under (i.e., under 18).

A new general minimum wage order introduced a three-stage increase in minimum wage rates, as well as encompassing a number of special groups formerly covered by separate orders (the auto repair and gasoline and service station industry; barbers and hairdressers; the construction industry; electronic technicians; outside employees in irrigation districts; the

logging, sawmill, woodworking and Christmas-tree industries; the trade of machinist, moulder, refrigeration and sheet metal; patrolmen; pipeline construction; ship- and boat building; and stationary engineers).

Minimum wage rates are now divided into two categories—employees 18 and over, and employees under 18. On December 4, 1972, the rate for adult employees was raised to \$2.00, the highest minimum rate in Canada. It will be further increased to \$2.25 on December 3, 1973 and to \$2.50 on June 4, 1974. Employees 17 and under receive a rate of 40 cents an hour less than the adult rate. Formerly the general minimum wage rate was \$1.50 an hour.

Employees still covered by special orders are to receive the same hourly rates as persons governed by the general minimum wage order.

In Manitoba, increases from \$1.65 to a \$1.75 an hour came into effect on October 1, 1972. Lower rates apply to employees under 18 and inexperienced workers.

As of April, 1972, women in Newfoundland were entitled to the same general minimum wage rate as men: \$1.25 for employees over 18 and 85 cents for those 16 to 18 years of age (a 25-cent increase).

General rates were further increased on June 1, 1972 to \$1.40 an hour for adult workers and \$1.10 an hour for employees 16 to 18 years of age.

In Nova Scotia, general minimum wage rates are increased in two stages and sex and zone differentials are abolished. The initial increase ranges from 20 cents for men 18 and over in Zone I to 50 cents for girls 14-18 in Zone II. A new category is established—inexperienced employees who have worked less than 3 months in the work for which they are hired.

	July 1/72	July 1/73
18 and over	\$1.55	\$1.65
14-18 and inexperienced employees	\$1.35	\$1.40

Rates for those industries covered by special orders—logging and forestry; road building and heavy construction industry; beauty parlours—were also increased.

On December 7, 1972, the Ontario Minister of Labour announced new minimum wage rates to become effective February 1, 1973.

The present general rate of \$1.65 an hour and the construction rate of \$1.90 will be increased by 15 cents to \$1.80 and \$2.05 an hour.

Student rates may be paid only to persons under 18 years of age who are employed for 28 hours or less a week during the school year, or during any school holiday.

There is no longer any special rate applying to a person under 18 years of age employed as a foot or bicycle messenger, a delivery boy making deliveries to the public, a news-vendor, a bowling alley pin-setter, a shoeshine boy, a caddy by a golf club or in the professional shop at a golf course, or in a public library operated by a municipality.

The minimum rates for taxi drivers and ambulance drivers, driver's helpers and first aid attendants in the ambulance industry were also increased.

Prince Edward Island re-issued its female minimum wage order on July 1, 1972. As well as increasing minimum wage rates, this order also eliminated the classification of inexperienced workers and introduced a new category—employees under 18.

The new rates, which represent increases ranging from 5 to 15 cents, are \$1.10 for women 18 and over and \$1.00 for women under 18 and female students working between May 15 and September 15 for a minimum of 24 hours a week. The rate for men over 18 is \$1.25 an hour.

On July 1, 1973, a new order comes into effect replacing the former male and female minimum wage orders. This order deletes the inexperienced male rates and introduces the category of male employees under 18.

Minimum wage rates increase in two stages. The first stage effective July 1, 1973 is:

Male, 18 and over	\$1.40 an hour
Male, under 18	\$1.20 an hour
Female, 18 and over	\$1.30 an hour
Female, under 18	\$1.20 an hour

A second increase comes into effect on July 1, 1974. On this date the sex differential will be eliminated. Rates will be \$1.50 an hour for employees 18 and over and \$1.40 for employees under 18.

The Québec Minimum Wage Commission set a six-stage increase for persons 18 and over: \$1.60 an hour effective August 1, 1972; \$1.65 an hour effective November 1, 1972; \$1.70 an hour effective May 1, 1973; \$1.90 an hour effective May 1, 1974 and \$2.00 an hour effective November 1, 1974.

Employees under 18 receive increases at the same time periods but at a rate of 10 cents less than the adult rate.

Employees entitled to the hourly rate, less 30 cents an hour, are those who work in hotels, restaurants, lodging houses or camping grounds, as defined in the Hotels Act; places where alcoholic beverages are sold for consumption on the premises; and establishments that sell, deliver or serve meals to be eaten outside the premises and who usually receive tips.

Most occupations formerly governed by separate orders now come under the general ordinance. These groups include service establishments, the wood-working industry, the shoe industry, the hotel trade establishments, and municipal corporations and school boards.

The maximum deductions permitted for board and lodging were increased in Alberta, Nova Scotia, Ontario, Prince Edward Island and Québec.

During the course of the year, previously announced increases went into effect in Saskatchewan, new Brunswick and the Yukon Territory.

HOURS OF WORK

The Canada Labour Code, Part III (Labour Standards) sets both standard and maximum hours. Over-time must be paid after eight hours in a day and 40 hours in a week, up to a maximum of 48 hours in a week.

The Governor on Council is authorized to make regulations varying the standard and maximum hours for classes of employees in any specified industrial establishment when the Code standards would be unduly prejudicial to the interests of the employees or seriously detrimental to the operation of the establishment. Any class of employees may be totally

exempted for the provisions governing standard and maximum hours and overtime pay where these provisions cannot reasonably be applied. It should be noted that in both cases an inquiry must be held before such regulations may be made.

Effective January 1, 1973, two regulations were issued setting standard and maximum hours for bus operators, highway motor vehicle operators and city motor vehicle operators.

The Motor Vehicle Operators Hours of Work Regulations, which establish standard hours, and the Canada Motor Vehicle Operators Hours of Service Regulations, which establish maximum hours, apply to any establishment engaged in the transportation of goods or passengers by motor vehicle from any point within a province to any point outside that province and firms engaged in the transportation of mail anywhere in Canada.

The standard hours, after which an employee must receive a premium overtime rate of at least one and one-half times his regular rate of wages, vary with the type of operation in which the employer is engaged.

Working hours are defined as all the hours from the time that a driver begins his shift until he is relieved from his job responsibilities. This does not include time off while en route for meals, rest stops, illness or fatigue.

For bus operators the standard hours are eight in a day and 40 in a week. For drivers transporting mail and goods the standard hours are nine in a day and 40 in a week for city drivers and 60 in a week for highway drivers.

Maximum hours are also set for motor vehicle operators at 15 hours on duty daily, of which no more than 10 may normally be spent driving, and 60 hours on duty for any period of seven consecutive days preceded by 24 hours off duty.

Non-driving employees (warehousemen, dispatchers) are now governed by the hours of work provisions of the Canada Labour Code, Part III (Labour Standards).

For operators who do not normally drive on public roads, a permit may be issued authorizing a maximum in excess of 60 hours in any week. The hours set out in the permit shall be considered as the maximum after which overtime must be paid. This applies primarily to drivers in the oil field hauling industry in the far north, working out of camps where normal leisure activities are not possible.

The Motor Vehicle Operation Hours of Work Regulations also establish a procedure for calculating overtime when work is performed by an employee in two or more classes (e.g., an employee working during the week as a highway driver and a city driver).

The Canada Labour Standards Regulations excluded from the overtime provisions employees who may exercise seniority rights to work in excess of standard hours pursuant to a collective agreement.

The federal Government appointed Harris S. Johnstone as commissioner to conduct an inquiry into the modified work week in relation to the present provisions of the Canada Labour Code. His report was released in 1973.

The provisions of the Limitation of Hours of the Labour Act of Nova Scotia are incorporated in the new Code with some amendments. This Act was passed in 1935 but its provisions were never applied and it was omitted from the 1967 Revised Statutes.

The Minimum Wage Board is empowered after investigation and subject to the approval of the Lieutenant-Governor in Council, to issue orders determining the daily or weekly hours of work for persons employed in industrial undertakings. Industrial undertaking is defined to include mines and quarries; undertakings in which articles are manufactured, altered, cleaned, repaired, ornamented, finished, adapted for sale, broken up or demolished or in which materials are transformed; shipbuilding; generation, transformation and transmission of electricity or any other motive power; and construction.

The order may determine the kinds of industrial undertakings, districts and categories of employees covered. Supervisory, managerial and confidential employees are excluded. The hours limits set by the Board may be exceeded in emergencies and those processes that must be carried on continuously by a succession of shifts. As well, where by law, custom or agreement between the employer and a trade union or workers' representatives, some working days in a week are shorter than set by the order, the limits set by the order may be exceeded on the other days.

In Prince Edward Island, an order issued under the authority of the Women's Minimum Wage Act established the standard work week at 60 hours for women who are employed in the food processing industry during the harvest season. Employees working in excess of

these hours must be paid not less than one and one-half times the minimum rate. Formerly, the 60 hour standard work week extended into the processing season. This order eliminated the exclusion from overtime for employers operating less than five weeks in a year.

The standard work week set by the Québec general minimum wage ordinance is lowered from 48 to 45 hours a week. The requirement for double time after 60 hours was deleted.

In Alberta, inquiries were made investigating the advisability of confining hours of work within a period of less than five days in any week. As a result of these inquiries, an amendment to the Labour Act was made, giving authority to the Board of Industrial Relations to make orders confining the hours of work, in certain cases, within a period of five days subject to the hours of work provision of the Act, and the conditions of the specific order. The Board issued an order similar in wording to this amendment.

ANNUAL VACATIONS WITH PAY

In Prince Edward Island, paid annual vacations were increased from one to two weeks, effective October 16, 1972. Vacation pay is correspondingly increased from two to four per cent of the employees' annual earnings.

Effective January 1, 1973, the Manitoba Vacation Pay Act was amended to increase an employee's paid annual vacation to three weeks after five years of service with the same employer. An employee is entitled to a three-week vacation if he has been employed by any one employer for a period of four years in the last 10 years, regardless of the time worked in any one year and has worked at least 95 per cent of the regular hours in any year subsequent to the four-year period.

The vacation period continues to be two weeks in the first four years of service.

If a holiday occurs during the vacation period, the employee may be given another day off with pay within 60 days or on such a day as may be mutually agreed to by employer and employee or, as previously, the vacation period may be lengthened by one day.

The annual vacation with pay provisions cannot form any part of a notice of termination period or payment.

Québec Ordinance No. 3 governing vacations was amended. Coverage now includes the clergy and members of religious institutions, student nurses, and teachers employed by school commissions, commission and certain other salesmen, as well as employees regularly working less than three hours a day.

A new provision was introduced that excludes persons who work outside an employer's establishment and without possible control over the number of days per week spent at their work.

As previously, an employee is entitled to a two-week vacation, with vacation pay of four per cent of the salary earned during the qualifying year; however, employees hired and paid by the week or a longer period may now receive their regular salary.

At his departure for a vacation, the employee must now receive the allowance due to him in one payment.

Like the Vacation Pay Act, the Nova Scotia Labour Code provides for a two-week vacation with pay after a year's employment. Vacation pay is four per cent of wages for the year. "Wage" is defined to include salaries, commissions and compensation in any form for

work or services measured by time, piece or otherwise, including pay for general holidays and pay in lieu of notice of termination, but excluding vacation pay and gratuities. As before, the cash value of board and lodging is to be included in calculating vacation pay. Under the former Act, vacation pay was four per cent of annual earnings, a term that was not further defined. Where the vacation is broken into two or more periods, an unbroken period of at least one week must now form one of these periods.

Vacation pay is deemed to be held in trust for the employee. The amount is a charge on the assets of the employer or his estate and has priority over all other claims.

Federal regulations allow the employer to pay vacation pay on the regular pay-day during or immediately following the vacation period only if it is impractical to pay within the 14 days preceding the vacation period, and it is the established custom in the industrial establishment to pay on the regular pay-day during or immediately following the vacation period. Formerly, regulations allowed this practice whenever it was customary.

GENERAL HOLIDAYS

The Nova Scotia Labour Standards Code provides for five general holidays with pay (New Year's Day, Good Friday, Dominion Day, Labour Day and Christmas Day). The number of general holidays may be increased by regulations.

Should a general holiday fall on a non-working day for an employee, he must be granted a holiday with pay on the working day immediately following the holiday or the employee's annual vacation, or on another day agreed upon by the employer and employee.

Another holiday may be substituted for a general holiday where a collective agreement provides for another holiday and the Director of Labour Standards is notified of this by the parties in writing. Where there is no trade union or a class of employees is not covered by a collective agreement, and the employer applies to the Director to substitute another holiday, the Director may agree to the substitution if he is satisfied that a majority of the employees concur.

An employee who does not work on the holiday is entitled to his regular pay for the day. If he is paid by the week or the month his wages must not be reduced by reason of his not working on the holiday. If he is paid on any other basis he must be paid at least the equivalent of a normal day's pay.

An employee who is required to work on a general holiday must be paid one and one-half times his regular rate for all time worked. An employee in a "continuous operation" may, instead, be granted a holiday with pay on the working day immediately following his annual vacation or on another day agreed to between the employer and employee. A "continuous operation" is defined as an industrial establishment in which, during each seven-day period, operations once begun normally continue without stopping until the completion of the regularly scheduled operations for the period; the operation of trucks and other vehicles; telephone or other communications operations or services; or any other operation or service normally carried on without regard to Sundays or holidays.

An employee must be paid for a general holiday if he is entitled to wages for at least 15 days during the 30 calendar days immediately preceding the holiday and has

worked on the day immediately preceding and following the holiday, unless directed by the employer not to report to work. An employee in a continuous operation is not entitled to be paid for a holiday on which he did not report to work after having been called upon to do so.

Regulations in Saskatchewan now exempt domestic servants from Part III of the Labour Standards Act, which includes the enacting of orders dealing with public holidays.

Alberta amended its holiday orders to increase the number of paid holidays from seven to eight as of January 1, 1973. Remembrance Day is now included. If any of the eight holidays falls on an employee's regular working day and he does not work on that day, he is entitled to holiday pay equivalent to his regular wages for the day. If he does work, he must be given the holiday pay and either time and one-half his normal wages for the hours worked or a day off with pay at another time. Formerly, if an employee worked on the holiday he received the holiday pay plus normal wages for the hours worked.

Construction workers are entitled to a lump sum in lieu of holidays. This sum was increased from 2.8 to 3.2 per cent of regular wages for the period of employment. As before, the lump sum is to be paid on December 31, or on termination of employment, whichever occurs first.

WEEKLY REST

As previously, employees in Nova Scotia's industrial undertakings must be granted a rest period of at least 24 consecutive hours in every period of 7 days, preferably to all employees simultaneously and on Sunday.

LEAVE FOR POLITICAL OFFICE

An employer in Saskatchewan must, upon application, grant an employee reasonable leave of absence to seek nomination and to be a candidate for municipal, provincial or federal elections. If the employee is elected, he must be granted reasonable leave for such a period of his term of office as may be necessary to fulfill the duties of office. Upon expiration of the leave, the employee must be allowed to continue his employment without loss of any privilege connected with seniority.

Where an employer is convicted of failure to observe any of these requirements, the magistrate may, in addition to any other penalty, order the employer to grant the leave or to reinstate the employee and pay any wages lost as the result of the failure to reinstate him.

MATERNITY PROTECTION

New maternity protection provisions, which are incorporated into the Manitoba Employment Standards Act, grant 17 weeks of maternity leave—11 weeks before and six weeks after childbirth—and ensure job security to women absent from work because of pregnancy.

To be eligible for maternity leave, a woman must have been continuously employed by her employer for 12 months. She is also required to make application in writing at least four weeks before the day on which the leave is to begin and to produce a medical certificate stating that she is pregnant and specifying the estimated date of delivery.

The Act provides for voluntary prenatal leave of up to 11 weeks before the anticipated date of delivery, and this period is to be extended to the actual date of confinement. The six weeks of

postnatal leave is compulsory. This period may, however, be reduced by agreement between the employer and the employee if a medical certificate is presented, certifying that the employee's return to work at an earlier date will not endanger her health.

Provision is made for special circumstances arising out of pregnancy. An employee who does not make application for prenatal leave within the prescribed time is entitled to leave during the 11-week period, provided that she furnishes her employer with a medical certificate indicating the probable date of delivery and certifying that during the period of leave she was incapable of performing the normal duties of her employment because of a medical condition arising out of her pregnancy that was not expected by the physician.

Upon resuming her work after confinement, the employee must be reinstated in her position or in a comparable position with no reduction in wages or benefits. Her employment is deemed to have been continuous for purposes of calculating pension or other benefits. An employer must not dismiss or lay off an employee solely because she is pregnant or has applied for maternity leave.

If an employee remains absent from work for a period of more than 10 weeks following the actual date of delivery, however, the employer is not required to reinstate her.

In Nova Scotia, when a medical certificate is produced specifying the expected date of delivery, a woman must be granted up to 11 weeks prenatal leave, which is to be extended to the actual day of delivery. Work is prohibited during the 6 weeks following delivery or during a shorter period that in the opinion of a qualified medical practitioner is sufficient.

A woman's employment must not be terminated because of pregnancy; however, an employer may require an employee to go on maternity leave at any time when the duties of her position cannot reasonably be performed by a pregnant woman or the performance of her work is materially affected by the pregnancy. The employer may request a certificate specifying the estimated date of delivery.

Upon return from maternity leave, the employee must be permitted to resume work with no loss of seniority or benefits accrued to the commencement of the leave.

As of June 30, 1972, Ontario transferred its pregnancy leave provisions from The Women's Equal Employment Opportunity Act to The Employment Standards Act, Part II A.

NOTICE OF TERMINATION OF EMPLOYMENT

The Nova Scotia forbids an employer to discharge or lay off an employee who has been employed for three months or more without first giving him written notice, whether it be of individual or group termination.

In cases of individual termination, the notice period varies with the length of service:
less than 2 years.....1 week
2-5 years.....2 weeks
5-10 years.....4 weeks
10 years or more.....8 weeks

Notice of group termination must be given to each employee affected where 10 or more employees are to be discharged or laid off within a period of four weeks or less. The Minister of Labour must be informed in writing of any

group notice. The notice period varies with the number of employees being dismissed:
10-99.....8 weeks
100-299.....12 weeks
300 or more.....16 weeks

An employee employed for three months or more must also give his employer one week's notice before quitting his job.

An employer may terminate an employee's employment immediately upon giving notice of either individual or group termination if he pays wages in lieu of notice. This pay must be equivalent to the amount the employee would have earned at his regular rate in a normal non-overtime work-week during the required notice period.

Where a person continues to be employed after the expiry of the notice for a period exceeding the length of notice, he must be given notice again before his employment may be terminated.

Service before the coming into force of these provisions is to be counted in calculating the entitlement to notice. Successive periods of employment may be accumulated unless there has been a breach of more than 13 weeks in employment.

An employer must not alter wages and conditions of employment once notice is given, whether by the employer or employee, and must, upon the expiry of the notice, pay the employee all vacation pay to which he is entitled.

Notice may be made conditional upon the happening of a future event if the required period is observed.

As already mentioned, notice is required in case of lay-off. The requirement does not apply where a person is laid off for six consecutive days or less in circumstances

defined by regulations. An employee not entitled to notice because of the duration of his lay-off whose employment is subsequently terminated by a continued lay-off must be given pay in lieu of notice, as if his employment had been terminated without notice when he was first laid off.

The requirement to give notice does not apply where the employee has been guilty of wilful misconduct or disobedience or wilful neglect of duty that has not been condoned by the employer.

Persons employed for a definite term or task for a period of less than 12 months are not entitled to notice; however, if the person continues to be employed for three or more months after the completion of his term or task, he is to be considered a regular employee and therefore entitled to notice. His period of employment is deemed to begin at the commencement of the term or task.

In addition, persons discharged or laid off for any reason beyond the control of the employer are not entitled to notice if the employer has exercised due diligence to foresee and avoid the cause. Among these reasons are labour disputes, destruction of plant or machinery, unavailability of materials, cancellation or lack of orders, and actions of government authorities.

Excluded also are persons who have been offered reasonable alternate employment by the employer or who have reached retirement age according to the established practice of the employer. Employees in the construction industry are excluded from the requirements both to receive and to give notice. Furthermore, regulations may exempt persons employed in any activity, business, work, trade, occupational profession or any part of these.

Previously, under the Minimum Wage Act, most employees who had been employed for three months or more were entitled to one week's notice of individual termination and were also required to give the employer similar notice.

The Manitoba Employment Standards Act requires advance notice of group dismissal where 50 or more employees are to be dismissed within a period of four weeks.

The notice period varies with the number of employees to be dismissed:

50-100 employees.....	8 weeks
101-300 employees.....	12 weeks
more than 300 employees	16 weeks

Advance notice must be given in writing to the Minister of Labour. Copies must be sent to the certified or recognized union. Where there is no union, the notice must be given to the employees being dismissed, either in writing or by posting a notice in the establishment. The written notice must state the anticipated date of dismissal and the estimated number of employees in each occupational classification whose employment will be terminated. Regulations may require that the notice include additional information. There must be co-operation by the employer with the Minister to re-establish the employment of the dismissed employees.

Notice of group termination does not apply where the employees are: employed for a definite term or task of less than 12 months; laid off according to regulations, or after refusing reasonable alternate work offered by the employer, or by a seniority system; on lay-off and do not return to work within a reasonable time after being requested to do so by their employer; on strike or locked out;

employed in the construction industry; guilty of wilful misconduct, disobedience or neglect of duty; employed under contract that is or has become impossible to perform or is frustrated by a fortuitous or unforeseeable event; employed under an arrangement whereby they may elect to work or not for a temporary period; or of retirement age according to the established practice of the employer.

The Minister may, by order, make exemptions from the provisions of the act dealing with group termination if the application of the provisions would be unduly prejudicial to the interests of the employees or employer or seriously detrimental to the industrial establishment.

If an employee wishes to terminate his employment prior to the expiration of the notice period, he must give notice in writing to his employer of his intention.

After notice has been given, wages and other conditions of employment must not be altered, except with the written consent of the employee or if there is a collective agreement in force that authorizes changes or variations.

An employer may terminate the employment of an employee forthwith if the employer gives written notice to the employee and pays him an amount equal to regular wages that he would have earned during the usual notice period as well as any unpaid vacation pay to which the employee is entitled.

The Canada Labour Code requires an employer to give notice of group termination and notice of individual termination, and severance pay.

The new Canada Labour Standards Regulations define circumstances under which lay-off is not considered termination of employment for purposes of individual and group notice and severance pay.

Notice is not required where the lay-off is the result of a strike or lockout, is for a term of three months or less, or is made pursuant to the provision of a collective agreement that has the effect of regulating the size of the work force. In certain circumstances, a layoff of more than three months also does not constitute termination: where the employer notifies the employee at or before the lay-off that he will be recalled on a fixed date or within a fixed period within six months and the employee is actually so recalled; or where, during lay-off, the employee continues to receive payments from the employer in amounts mutually agreed upon, the employer continues to make payments to a pension plan, or the employee receives supplementary employment benefits or is entitled to do so.

The regulation defines industrial establishment for the purposes of group notice as all branches, etc., of an employer's business located in regional divisions established under the Unemployment Insurance Act. Schedules outline what constitutes an industrial establishment for CNR, CPR, Air Canada and CP Air.

Notices of group termination must contain information required by the Code and must also include the name of the employer and any trade union acting as bargaining agent, the location at which termination is to take place, the nature of the industry, and the reason for termination.

Persons employed on a seasonal basis, or on an irregular basis under an arrangement whereby the employee may choose to work or not when requested to do so are excluded from the group notice provisions.

Continuity of employment for purposes of group and individual termination, severance pay and maternity leave is not to be broken where an employee is absent from work because of a lay-off that does not constitute termination or where the absence is permitted or condoned by the employer.

EQUAL PAY

Amendments to the Saskatchewan Labour Standards Act concerning equal pay were proclaimed in force on November 1, 1972. **The new Saskatchewan Human Rights Commission now has a role in the enforcement of equal pay provisions.** Where a complaint is not settled at the informal inquiry stage, the Director of Labour Standards may advise the Commission regarding the complaint and request it to conduct a formal inquiry. As is usual, the Commission may determine its own procedure but must afford the parties full opportunity to present evidence. Oral evidence must be recorded.

If it finds the complaint to be justified, the Commission may order compliance with the equal pay provisions, including the payment of compensation for previous service.

The Commission's order may be appealed to a judge of the Court of Queen's Bench for a final determination, on a question of law or fact or both. Fines are established for failure to comply with an equal pay order.

Formerly, if an equal pay complaint was not settled at the informal conciliation stage, the Minister could appoint, upon the recommendation of the Director of Labour Standards, an ad hoc committee to hold a formal hearing. If the complaint was found to be supported by evidence, the committee made recommendations to the Director. On the recommendations of the Director, the Minister issued whatever order he deemed necessary.

The new Nova Scotia Labour Standards Code forbids an employer to pay a female employee at a lesser rate of wages than a male employee for the same work performed in the same establishment, the performance of which requires equal skill, effort and responsibility, and which is performed under similar working conditions. The Equal Pay Act forbade discrimination in wage rates for substantially the same work in the same establishment.

At previously, a difference in wage rates based on a factor other than sex does not violate the equal pay provision where the employer establishes that this factor justifies the difference.

The substantive provision of the Manitoba Equal Pay Act, which prohibits sex-based discrimination in wage rates, was amended effective July 11, 1972. An employer is forbidden to pay employees of one sex wages on scale different from that on which wages are paid to employees of the other sex in the same establishment if the work required of, and done by, employees of each sex is the same or substantially the same. Previously, discrimination was forbidden "if the work required of, and done by, employees of each sex is identical or substantially identical."

Wage rates may differ if they are based on any factor other than sex. Formerly, the act listed factors such as seniority, location, geographical area, performance, and capacity as possible reasons for wage differential between men and women.

Changes were also made in the enforcement procedures. Among these were provisions clarifying the powers of the Minister and the court to order compensation for wages lost because of a violation of the Act.

Equal pay provisions were transferred from the Alberta Labour Act to the Individual's Right Protection Act as of November 22, 1972. The substantive provisions remain the same.

The enforcement procedures were changed. Formerly the Director of Labour Standards acted upon a complaint from an employee or her representative or on his own initiative. If the investigator, appointed by the Director, was unable to effect a settlement, the matter was referred to the Board of Industrial Relations.

After holding a hearing, the Board issued final directives, which if they were not complied with, were filed, upon request from the employee, with the Supreme Court and became enforceable as a judgement or order of the Court.

At present, the Alberta Human Rights Commission investigates, either on its own initiative, or by way of complaint from the aggrieved person, any contravention of the Act. If the Commission cannot settle the matter, the Minister appoints a board of inquiry which must report its findings and recommendations to the Commission. This report can further be reviewed by a Supreme Court judge by way of originating notice of

motion filed either by the Attorney-General or the original complainant. The order of the Court is final and conviction for failing to comply with this Act may incur a fine and the enforcement of back pay.

WAGE PROTECTION

A procedure was established in Nova Scotia for the collection of unpaid wages and vacation pay or any benefit to which an employee is entitled but which is not required to be made direct to the employee.

An employee may make a complaint to the Director within 90 days. Where the Director finds the complaint justified, he may direct the employer to pay the unpaid wages to the Tribunal and must advise the employer of his right of appeal. The Director must not deal with a complaint where the employee is bound by a collective agreement under which he could file a grievance or where the employee takes civil action to recover the unpaid wages.

An employer who disputes the direction may appeal to the Tribunal within 10 days for a determination of the matter; in addition, a complainant who is dissatisfied with the action taken by the Director may apply to the Tribunal. Where an employer fails or refuses to comply with the direction and the appeal period has expired, the Director may refer the matter to the Tribunal. If the Tribunal finds that an employer is indebted to the employee, it must order the employer immediately to pay the amount owing to the Tribunal.

To assist in the wage collection procedure, the Tribunal is authorized to require the employer to post a bond before it deals with the matter. The amount of the bond and the conditions to which

it is subject are to be determined by regulations. Provision is also made for "third party demand," or garnishment. Where the Director receives a complaint and has reasons to believe that another person (including a bank or credit union) is indebted to the employer, he may, by order, require that person to pay to the Tribunal all or part of the money owed to the employer.

An order of the Tribunal regarding unpaid wages is a lien in favour of the Tribunal and has priority over all liens and charges against the employer, including those of the Crown, but excluding liens for wages or mortgages or other encumbrances on land registered under the Registry Act.

It is also stated that wages must be paid at least as often as semi-monthly, within five days of the expiration of the pay period. An employee who is not paid at the time fixed for payment is entitled to the pay at any time during the regular hours of work. Wages may be paid more or less frequently in accordance with the terms of an existing practice or collective agreement or an order of the Director granted on application. The manner in which wages are to be paid is outlined in detail.

An employer is forbidden to discharge, lay off or otherwise discriminate against an employee because garnishment proceedings have been or may be taken against the employee.

The Nova Scotia Code also states that assignment of wages to secure a debt is unlawful.

Manitoba amended the Payment of Wages Act and established new provisions to deal with employers who do not comply with an order to pay wages.

If a judge or magistrate finds an employer to be guilty of failure to comply with an order of the board to pay wages owing to an employee, he may, in addition to fines and/or imprisonment order the employer to pay the employee concerned. A copy of such an order may be filed in the County Court serving the district in which the employer carries on business. As a result, this order shall be deemed to be a judgement of that County Court in favour of the employee.

The Saskatchewan Assignment of Wages Act prohibits the assignment of wages to secure a debt as of July 1, 1972. Assignments made before that date become invalid on July 1, 1973.

"Wages" is defined as wages, salary, pay, commission or other compensation for labour or personal services, whether measured by time, piece or otherwise.

An employee may authorize deductions for pension plans, charitable organizations, bonds, saving plans, dues and assessments to trade unions, or such other purposes as may be designated by the Lieutenant-Governor in Council.

Assignment of wages to a credit union to which The Credit Union Act applies is allowed if the credit union is organized, directed or controlled by employees of the assignor's employer.

Certain limitations are placed on existing assignments and assignments to credit unions. Only the portion of wages that is not exempt from garnishment under The Attachment of Wages Act may be assigned; i.e., minimum

amounts must be left for the assignor's maintenance. The assignment applies only to the employee's present employer and not any future employer. An assignment of wages to secure a debt is not deemed to be security for any purpose.

In Newfoundland, the monthly amount exempted from garnishment was increased.

The exemption is \$200 for a married person supporting a spouse; \$255 for a married person supporting a spouse and one dependant; \$255 for a married person supporting a spouse and more than one dependant, plus \$25 for each dependant in excess of one; and \$200 for a widow, widower, divorced person, or unmarried person supporting one dependant, plus \$25 for each dependant in excess of one. In the case of all other persons the amount is \$125.

Formerly, \$150 was exempt in the case of any person supporting up to three dependants; \$175 for a person with four or more dependants; and \$100 for any other person.

The Garnishee Act of Prince Edward Island is amended so that the amount of wages exempt from garnishment is to be calculated by the Prothonotary of the Supreme Court or by a clerk of the County Court on the basis of an exemption for each "item of basic need" prescribed by regulation. As previously, the amount of wages that is to be exempt from garnishment is to be established by regulation, subject to the proviso that in no case must the total exemption be less than the person would receive under the Welfare Assistance Act.

An Amendment to the Alberta Labour Code forbids an employer to dismiss, lay off or suspend an employee solely because garnishment proceedings are being or may be taken against the employee.

In addition, an employee now has first priority over the claims of all other creditors, up to an amount of \$2,500 for unpaid wages, vacation pay and holiday pay.

Federally, if moneys have been placed in the "Labour Standards Suspense Account" because an employer cannot locate an employee to pay his wages, that employee no longer loses the right to claim the wages due after three years have elapsed.

The foregoing article is the fourth in a series of six reports describing developments in Canadian labour legislation during the year; included in legislation enacted before December 31, 1972. The remaining two reports will deal with human rights and labour relations. When the series is completed, the reports will be collated and reprinted under the title: Developments in Labour Legislation, 1972.

(Mr. Zwirek is a member of the Legislative Research Division of the Department's Legislative Research Branch).

AN INDUSTRIAL RELATIONS COURSE FOR ONTARIO SCHOOLS

"All societies, past and present, have developed the means to regulate relations between different groups, categories or classes of people which have been part of their social fabric. By and large, these social relations between different groupings are established through custom or tradition over long periods of time. Other relations, however, where contradictory interests are at issue, require a more formal set of rules detailing how conflict, should it arise, be handled."

So begins "The Collective Bargaining Process," one of two booklets being used experimentally in several Toronto-area secondary schools and community colleges. About forty teachers now use this booklet, as well as the companion volume, "Technological Change and the Work Force," in classrooms. This number includes instructors at Seneca College of Applied Arts and Technology.

"Technological Change and the Work Force" is a 130-page booklet that defines technological change, then goes on to describe its history, effect on the workforce, and effect on collective bargaining. Case studies of working conditions in a highly mechanized industry, such as an auto assembly plant, plus article reprints on various viewpoints regarding technological change, give students an insight into these associated problems.

"The Collective Bargaining Process" is a larger booklet outlining collective bargaining principles, the development of labour laws, the workings of labour-management relations law, and the role of governments in bargaining. In covering these fields, the booklet looks at such topics as who can be unionized and what is the alternative to unions. Criticisms of the present bargaining system by labour, management and government are included, in the form of reprinted articles, as is a description of last year's general strike in Québec.

First trials of the curriculum started last September when the two booklets were put in classrooms for evaluation by teachers and students. **Experimentation and revision of the materials will continue until the end of this school year.** At that time a new evaluation will be made and the booklets will be prepared for a large-scale experimental program during the 1973-74 school year. Two more booklets are being prepared for introduction at that time: "Trade Union History," and "Contemporary Issues in Labour-Management Relations."

The material is being gathered by the Labour-Management Project Team of Researchers and Teachers as part of a joint program of the Canada Studies Foundation and the Ontario Institute for Studies in Education. A group of teachers and researchers prepare texts that are then presented for revision and approval to two separate advisory committees of labour and management representatives. These committees meet once every two months to check the course content and ensure that it is not biased toward either management or labour viewpoints. The project team, headed by Dr. Robert M. Laxer of OISE's Department of Applied Psychology, incorporates these changes before the material is used in the classroom.

Demand for use of the booklets has been growing since their introduction last fall. Designed to fill the existing void in industrial relations educational material, they have drawn interest from numerous labour, management, and government sources. The supply available for distribution has been limited, however, because the material is not yet copyrighted.

THE CLC'S ANNUAL BRIEF TO PARLIAMENT

BY JIM MACSWEEN

"We are compelled to state that high unemployment continues to be the number one national problem." This sentence, from the first paragraph of the Canadian Labour Congress' annual memorandum to the Government, spotlighted the major concern of Canadian labour as seen by the CLC. **In the memorandum, presented March 5 before Prime Minister Trudeau and 18 members of the Cabinet, the CLC noted that "it was inevitable that 1972 would be another year of very high unemployment,"** but added that "perhaps we were indulging in wishful thinking when we said that 1972 should show some improvement."

"Furthermore," the report went on, "although there was a marginal decline in the latest seasonally adjusted unemployment rate, this can scarcely induce optimism that the prospects for 1973 will be any better, unless there is at last an all-out commitment on the part of your Government to wipe out this scourge." Though the CLC said it detected a change in Government attitude towards unemployment since the last election, a re-evaluation is needed to recruit more sophisticated advisory personnel for Government economic policies.

To resolve the problem, the CLC recommended an immediate increase in the basic Old Age Security Pension to \$135 per month, as well as an immediate two-month suspension of payroll tax deductions for all Canadian taxpayers earning less than \$10,000 a year. These moves are needed in the short-run, according to the memorandum, "to inject quickly into our economy the necessary purchasing power to stimulate expansion and consequently create faster employment," because as long as the economy continues to operate below its potential growth rate there can be no prospect of significant improvement in the unemployment problem.

After commenting on the "minimal effect" that anti-inflationary policies have had in curbing price increases, the CLC repeated its call for a full-employment budget, including all levels of Government plus the Canada and Quebec Pension Plans, that would direct fiscal policy toward an economic performance in line with potential output. "Only in this way," the memorandum states, "is it possible to differentiate between the effects of a budget on the economy and the effects of the economy on the budget itself."

In a last word on unemployment, the CLC said it would "vigorously oppose any attempt to deceive the public with changed concepts and measurements of unemployment that are adopted solely to get this or any other Government off the hook." The CLC expressed its belief that present measurements of unemployment understate its real magnitude, noting that statistics now exclude Canadians who do not enter the labour force because of the lack of job opportunities, those who withdraw for the same reason, those who enlist in manpower training programs because there are no jobs available, and native people.

Turning to the Burke-Hartke bill in the United States Congress, the CLC predicted that passage of the bill could result in Canadian unemployment because of severe import quotas on nearly all manufactured exports to the United States. The CLC went on record as being opposed to the bill and urged the Government to "do everything within your power to curb these trends in international trade. It is our view that Canada should take a strong initiative in getting other trading nations to work through the General Agreement on Tariffs and Trade to bring about further reductions in both tariffs and non-tariff barriers." The CLC welcomed the announcement that Canada would participate in discussions aimed at reducing tariffs when GATT multi-lateral trade negotiations open this fall, adding that Canada, of all the industrialized nations, would be the principal loser in a trade war. The recent devaluation of the United States dollar was also seen as part of the "grave crisis of the free industrial world's monetary and trading system" that was raising world tariffs. The CLC called for an international monetary reform to be undertaken as soon as possible.



On the subject of foreign ownership and investment in Canada, the CLC commended the Government for Bill C-132. Particularly, the CLC expressed support for the part of the bill dealing with new direct investment, going beyond the terms established in the Foreign Take-overs Review Bill, but the memorandum singled out three points for further attention. It said that the proposed new Foreign Investment Review Agency could only act in the best national interest if an explicit national industrial policy was stated. The CLC urged immediate development of a policy, with top priority being given to full employment and expansion of secondary industry. Second, the memorandum expressed the need for Canadian law to be applied to all companies operating in Canada, as well as for foreign companies to be compelled to disclose financial information on their Canadian business activities. Third, the CLC called for the bill to receive high priority in terms of its introduction to Parliament.

The CLC commended the Government for "the realistic position it has taken in rejecting the use of wage and price controls," pointing to the statements made by Finance Minister Turner that explain why controls are not workable. "We fully subscribe to these reasons," the memorandum said, adding that studies done by the Economic Council of Canada and the Standing Senate Committee on National Finance opposed controls on the grounds of impracticability.

A paradox in government policy was seen as the cause of many problems encountered by the Regional Economic Expansion program. The CLC argued that a national policy aimed at controlling inflation at the cost of large-scale unemployment was not compatible with the aim of DREE to expand industry and employment in depressed regions. The most serious weakness of the program, according to the memorandum, is the lack of any strategy toward regional development. For this reason, **the decentralization of DREE was welcomed as a step toward the "rational assessment of regional needs."** Two other concerns were pointed out by the CLC: that present DREE policy may merely be transferring jobs from one geographic region to another with no gain for Canada, and that many recipients treat the grants as windfall gains and make no investment decisions on the basis of grants alone.

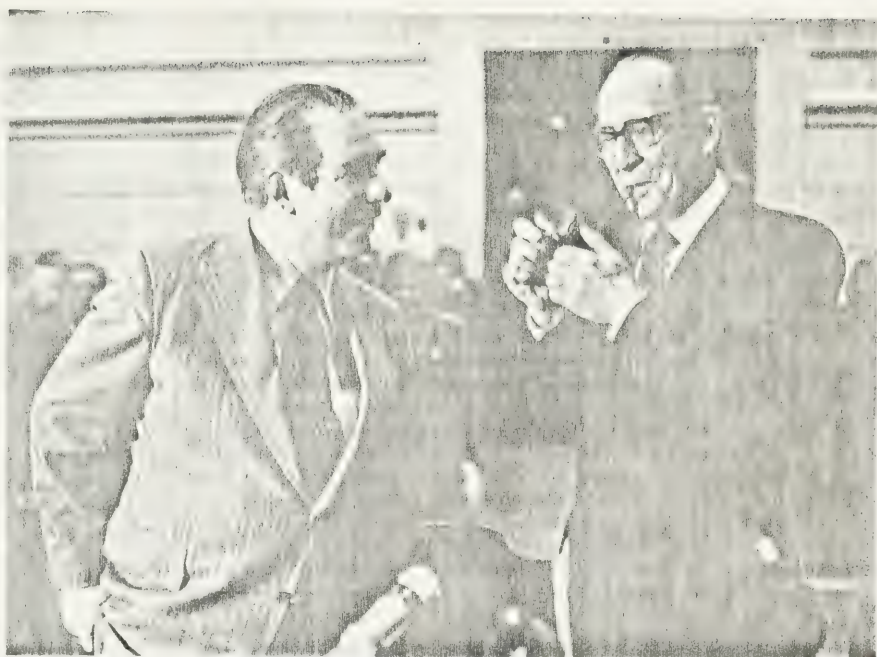
"The new tax act," says the CLC, "falls seriously short of the reforms proposed by the Carter Commission on Taxation, and for this reason the tax act remains an inadequate and inequitable system." While welcoming the reductions in income tax to lower income groups as providing a "small



degree of equity in the distribution of taxation," the memorandum said that "we are convinced that the substantial tax cuts and incentives for the manufacturing and processing industries are not the best means to generate rapid growth of employment in Canada, particularly in the short run."

Canada's unemployment insurance system, says the CLC, remains "one of the best in the world" despite its present shortcomings. The memorandum urged the Government to resist pressures to weaken the system. Although speaking against the abuse of UIC benefits, the CLC feared that increased "enforcement" staff in the Commission would cause loss of benefits to unemployed persons who are legitimately entitled to receive them.

Speaking on Bill C-125, the CLC said it hopes to make representations during the bill's committee stage against provisions that would make the Commission judge and jury "in matters regarding voluntary separations from employment for good cause or dismissal for cause, or be given carte blanche to determine what constitutes suitable employment for each claimant. We see these amendments generally as placing the Commission in the invidious position of having to review the work record of claimants, and we have some grave doubts about the competence of first-line commission employees to make sound decisions in this area." The CLC also noted that claimants are in need of more adequate protection and that the Commission should make a better effort to inform claimants of their "rights in respect of interrogation and representation."



Bell Canada was attacked for its "callous treatment and the disregard for the public welfare" that it has shown by its cost to the public. Charging that Bell Canada's rates are "second only to that of the other private monopoly operating in the telephone industry in Canada—the British Columbia Telephone Company," the CLC said it "can find no justification or logic for allowing Bell Canada to continue to operate as a private monopoly in an area that is clearly a public responsibility."

The compressed work week was attacked as a challenge to the 8 hour day, 40 hours a week minimum established by the labour movement of Canada. Employers hide behind the illusion of providing more leisure time to employees, said the CLC, while being motivated in reality by "the age old search for greater profits, regardless of the possible ill effects such action may have upon working men and women." The CLC declared that any move toward destruction of the 8 hour standard by the Government could "only be interpreted by organized labour as a hostile act directed at the workers of Canada."

The CLC repeated its opinion that a guaranteed annual income is a "necessary addition to our social security system," but added that it should not be limited to certain categories of those in need. The CLC commended the principle of a GAI, combined with a policy to create full employment, but criticized the proposed restriction of its application.

Housing drew a list of 7 recommendations from the CLC, including proposed establishment of provincial rent review boards, encouragement of tenant participation in housing matters, enactment of a warranty plan for consumers of housing, removal of the 11 per cent sales tax on building material, and better co-ordination of housing and public transit policies. Increased federal involvement in housing policy was endorsed by the CLC, as was the effort to sustain the record of 250,000 housing starts made in 1972. Criticisms included the "scandalous escalation of urban land costs" and the nagging problem of far too costly mortgage money.

Energy policy drew CLC urgings for protection of Canadian requirements before export is allowed. Conditions for export proposed in the memorandum were that "the sale of surplus reserves not be allowed unless a full guarantee is given that processing of raw products will be left in Canadian hands to the fullest possible extent," and that all agreements for export of energy remain renegotiable. Creation of a policy for better exploration and development of potential reserves was called for, and involvement of the public sector in this area was recommended to protect Canadian interests. More efficient use of the energy now available was also proposed as a goal, both to conserve energy and protect the environment.

The CLC memorandum made recommendations in several other areas. Preservation of the present terms of the Canada-U.S. Auto Pact, either repeal or amendment of the Corporations and Labour Unions Returns Act and reform of the Public Service Staff Relations Act were called for. A minimum wage of \$2.50 per hour and protection for employees' wages in case of company bankruptcy were also demanded. Provision of day-care facilities by the provinces and the establishment of the Status of Women Council by the federal Government were proposed, as was the implementation of the Hastings Task Force to encourage the development of community health centres. Establishment of the Commons Committee on Food Prices was welcomed, and introduction of legislation for electoral reform was called for, in conjunction with an auditing system for political organizations.

Implementation of terms contained in three separate Government studies on maritime policy—the Hedlin-Menzies Report, the Darling Report, and the Robertson Report—was advocated. The reports deal respectively with the establishment of a Canadian merchant fleet, restriction of Canada's coastal trade to Canadian-registry ships, and stabilization of the domestic shipbuilding industry.

In international affairs, the CLC urged that Canada "reach as soon as possible the target of 1 per cent of our gross national product" for international aid and development. The memorandum cautioned the Government to ensure that the enlarged European Economic Community does not make the North Atlantic Treaty Organization obsolete, and also warned that the present North American Air Defence agreement should not remain the "framework for a co-operative understanding between Canada and its largest and most powerful neighbour on matters of defence and respective military responsibilities." The CLC was happy to note the Vietnam cease-fire agreement and pledged itself to assist in reconstruction, urging the Government to help in this regard.

Deviating from the procedure of last year, CLC President Donald Macdonald did not read the memorandum in its entirety. A copy was made available to Cabinet members prior to the presentation, and, after a short introduction by Macdonald, individual ministers responded to certain parts of the memorandum. Macdonald then made several final remarks.

Labour Minister John Munro was the first of the Cabinet to respond to the report following Prime Minister Trudeau's welcoming remarks to the CLC executive. After expressing pleasure over his recent appointment as Minister of Labour, **Munro said that he agrees with the CLC's priorities in labour legislation.** He went on to comment that federal studies of the compressed workweek were being done and that the \$1.90 an hour federal minimum wage was being reviewed.

Finance Minister Turner dealt at length with proposals affecting the economy. He commented that Government acceptance of CLC recommendations to immediately increase old age pensions and to suspend income tax for low-wage workers would heighten the inflation problem in Canada. Referring to CLC opposition to "on again and then off again" economic policy, Turner remarked: "I'm not so sure the responses you invite, advocating go-go policies aimed at propelling the economy forward at breakneck speed, are necessarily the answer either." Implementation of the measures would cost about \$2.3 billion extra, he estimated, nearly doubling the Government's tax forecast for next year.

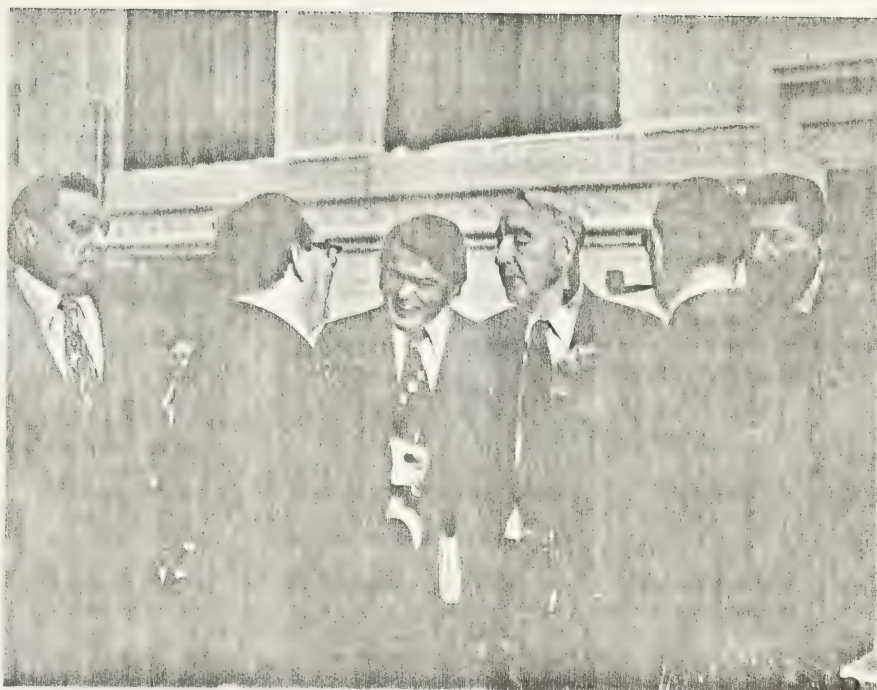
Turner criticized the CLC for not including proposals for the encouragement of secondary industry in Canada, even though it had criticized the Government for not providing jobs. He also repeated his former statements that **wage and price controls are not warranted by the present rate of inflation.** "I don't think there is a necessary consensus to bring in controls now," he said. "We would need that consensus before we could bring in controls that would work."

On the problem of unemployment, Turner pointed out 3 reasons for its present level: loss of 100,000 agricultural jobs because of bad weather last summer, loss of 7.8 million man-days through labour disputes, and a drop in foreign trade because of disputes in Canadian ports. He said that this aggravated the situation and tempered the effect of the 25 per cent job growth rate that saw 250,000 new jobs created during 1972.

Robert Andras, Minister of Manpower and Immigration, said that he would investigate the procedures that were used to disqualify unemployment insurance recipients. Andras criticized the media for erroneously reporting that 70 per cent of unemployment insurance recipients in the Toronto-Hamilton area had been disallowed benefits. Rather, he pointed out, 70 per cent of those cases investigated by Health and Welfare officials had resulted in disallowance of payments, representing less than 1 per cent of the claimants in that area. Andras announced that the advisory committee to the Unemployment Insurance Commission would be asked to define the criteria by which a claimant qualifies for benefits.

Health Minister Marc Lalonde noted the CLC's proposals for expanded health care through use of community health centres. He added that **upcoming inter-provincial negotiations should result in "a major policy plan for the entire country."**

External Affairs Minister Mitchell Sharp agreed that Canada should aim for the goal of 1 per cent of the GNP, going toward foreign aid. He noted that, though Canada is short of that goal, she is among the world's leaders in foreign aid extended per capita. **Sharp defended the value of NATO,** pointing to its influence in arranging



the West German detente in Europe and noting: "As long as NATO can act in this way, to promote detente and mutual and balanced force reductions, we should remain a member." **He indicated that NORAD was merely a system for defending North America from bomber attack, not a framework for U.S.-Canadian co-operation as the CLC had stated.**

"Cautious optimism" was the term used by **Industry, Trade and Commerce Minister Alastair Gillespie** in describing Canadian trade prospects. Export trade is up 12 per cent from last year, he said, and is expected to continue rising. **Referring to the Burke-Hartke Bill, Gillespie concurred with the CLC position in opposing its terms,** adding that "we will resist protectionist measures, wherever they come from." He indicated, too, that the Government was moving to set up a review agency to check direct foreign investment in Canada.

Canada will stand firm on the terms of the auto pact, Gillespie said, and added that the yearly balance of trade was not of great concern. He pointed out that Canada had a deficit balance of trade under the pact in 1971, but explained that the value of the pact was in its expansion of the market for North American cars and its provision of new jobs. "Changes will only be made if they improve service, protect jobs, or will create more future jobs for Canadians," the Minister said, noting that 97,000 new jobs have been created since the auto pact was signed.

Ron Basford, Minister of Urban Affairs, said he would like to help the co-operative housing movement and to cut land costs as requested in the CLC brief, but noted that union help in influencing provincial governments would be needed because federal jurisdiction is limited in this area. Upcoming amendments to the National Housing Act will accomplish many of the aims set out by the CLC, he said, and he urged that pressure be exerted on Members of Parliament to support this

legislation. Pension funds provide a rapidly-growing source for investment, Basford said, and he called on unions to use this capital to finance new housing. He welcomed the CLC's call for greater federal power in the field of housing.

The session ended with a summation by Donald Macdonald in which he criticized the Government for "not saying one thing that would help alleviate the problem of unemployment" and

estimated the cost to the Government of the CLC's proposals to stimulate the job market at \$1.5 billion dollars. Much of this money would be recoverable in taxes, he claimed. The present situation is damaging to the morale of Canadians, he asserted, adding that the situation of youth unemployment is particularly serious and warned of energies possibly being channelled into "political forms other than those of democracy."

Commenting on a speech given by Labour Minister Munro in which he said that "the Burke-Hartke Bill must cause all trade unionists to ask whether the international unions can logically and equitably serve the best interests of workers in two different countries in times of economic stress," Macdonald warned that the CLC expects impartiality and non-interference by the Minister in CLC affairs. In return, he pledged, the Government will be given the full co-operation of the labour movement.

EMPLOYMENT FATALITIES: JULY 1970 TO JUNE 1972

(For many years the Economics and Research Branch of the Canada Department of Labour has compiled and published statistics on employment fatalities in Canadian industry. The latest statistics are given in tables on page 317. These have been prepared for two-year period July 1970 to June 1972.)

There were 1,052 employment fatalities in the period July 1971 to June 1972, compared with 1,042 in the period July 1970 to June 1971. These fatalities occurred among persons gainfully employed, and happened during the course of, or

arose out of, their employment. They include deaths from industrial diseases.

Multi-Fatalities. There was a significant increase in multi-fatalities related to activities in the transportation and construction industries in the 1971-72 period compared with the 1970-71 period. Multi-fatalities resulting from explosion or fire decreased sharply, while those brought on by drowning also declined. Generally, multi-fatality accidents increased by 10 per cent, and related deaths decreased by 10 per cent (see Table 1).

Fatalities by Sex. As shown in Table 2, men constituted two thirds of employed workers and 99 per cent of total fatalities in both the 1970-71 and 1971-72 periods. Women comprised one third of workers employed and 1 per cent of total fatalities.

Fatalities by Occupation. From 1970-71 to 1971-72, primary-manual employment increased by 2 per cent, or 63,000 workers, and fatalities rose by 2 per cent from 660 to 673. White-collar service employment increased by 3 per cent, or 138,000 workers, and fatalities decreased by 1 per cent from 382 to 379 (see Table 2).

Fatalities by Industry. Table 2 shows that **workers in goods-producing industries**, who constituted more than one third of all workers employed, **accounted for over 60 per cent of total fatalities in both time periods.** Employees in service-producing industries formed nearly two thirds of all workers employed, and almost 40 per cent of total fatalities.

Fatalities by Region. Employment was unchanged in the Eastern Region, and increased by 4 per cent in both Ontario and the Western Region from 1970-71 to 1971-72. Fatalities declined 8 per cent in the Eastern Region, increased by 12 per cent in Ontario, and rose by 1 per cent in the Western Region (see Table 2).

Incidence Rates. In the 1971-72 period, there were 1,052[†] fatalities in an employed labour force totaling 8,221,000. The incidence rate—the relationship between fatalities and number of workers—was 0.013 for the 1971-72 period, the same as in the 1970-71 period. Regionally, the Eastern Region incidence rate decreased from 0.013 in the 1970-71 period to 0.012 in the 1971-72 period, the Ontario rate increased from 0.010 to 0.011, and the Western Region incidence rate decreased from 0.018 to 0.017.

TABLE 1—MULTI-FATALITIES, JULY 1970 TO JUNE 1972

Multi-Fatality	Accident		Death	
	1971-72	1970-71	1971-72	1970-71
Drowning	5	4	18	24
Explosion or fire	5	10	10	25
Transport accident	15	11	33	26
Construction mishap	7	4	15	9
TOTAL	32	29	76	84
Percentage change	10%		-10%	

TABLE 2—EMPLOYMENT FATALITIES BY SEX, OCCUPATION, INDUSTRY AND REGION, JULY 1970 TO JUNE 1972

Analytical Category	Workers Employed* (Thousands)		Percentage of Total		Percentage Change (1970/71-1971/72)	Fatalities*		Percentage of Total		Percentage Change (1970/71-1971/72)
	1971-72	1970-71	1971-72	1970-71		1971-72	1970-71	1971-72	1970-71	
Men.....	5,478	5,393	66.6	67.2	2	1,039	1,032	98.8	99.0	1
Women.....	2,743	2,628	33.4	32.8	4	13	10	1.2	1.0	30
Primary-Manual Occupations.....	2,998	2,935	36.5	36.6	2	673	660	64.0	63.3	2
White-Collar Service Occupations.....	5,223	5,085	63.5	63.4	3	379	382	36.0	36.7	- 1
Goods-Producing Industries.....	3,065	3,016	37.3	37.6	2	658	626	62.5	60.1	5
Service-Producing Industries.....	5,156	5,004	62.7	62.4	3	394	416	37.5	39.9	- 5
Eastern Region.....	2,834	2,840	34.5	35.4	0	332	362	31.6	34.7	- 8
Ontario.....	3,157	3,031	38.4	37.8	4	335	300	31.8	28.8	12
Western Region.....	2,230	2,149	27.1	26.8	4	385	380	36.6	36.5	1
Canada.....	8,221	8,020	100.0	100.0	3	1,052	1,042	100.0	100.0	1

*Statistics Canada estimates, Catalogue No. 71-001.

†Preliminary.

INTERNATIONAL ROUNDUP

■ The National Safety Council in the United States reports that **underground coal mining has a higher mortality and injury rate on the basis of man-hours worked than any other industry.** At least 260 U.S. miners were reported killed and an estimated 20,000 injured in mining accidents in 1971. The Council claims that inadequate safety training is responsible for most accidents.

■ U.S. Attorney General Richard Kleindienst is reported to have said he would move quickly to block any bid by former Teamsters Union president James Hoffa to return to union office against the conditions of his release from prison.

Kleindienst said the Government would strictly enforce the terms of President Nixon's commutation of Hoffa's sentence. The terms bar Hoffa from holding office in any union until 1980. Hoffa was released from prison on December 23, 1971, after serving nearly five years of a 13-year sentence for mail fraud and jury tampering convictions.

Earlier reports in the press said Hoffa's friends were convinced the ban on his union activities would be lifted, so they had started a campaign to return him to office. One Hoffa associate was quoted as saying: "We know that either Mr. Nixon will remove the ban or the courts will. And then Jimmy will be able to return to his rightful place as head of the world's greatest union."

The former Teamsters president claimed he had uncovered new evidence that would reverse his conviction and free him to rejoin the 2.2-million-member union. He reportedly said: "I don't quit on this thing. I'm going to eventually prove that what they said about me was not true. I'm not going to sit still until I prove what actually happened."

Meanwhile, Frank Fitzsimmons, Hoffa's former aid and hand-picked successor, allegedly told the **Los Angeles Times:** "I certainly will not step aside to make way for anyone else to take my job. And I plan to seek re-election in 1976, God willing, regardless of what Jimmy does."

■ Three organizations representing more than 2,000,000 public employees in the United States have formed a coalition with the aim of achieving parity with private enterprise for workers in the public sector.

They are the National Educational Association, the American Federation of State, County and Municipal Employees, and the International Association of Fire Fighters. Other public service unions are expected to join the coalition. The three groups have established a national staff and have started a coalition treasury. State coalitions will be set up in as many states as possible.

A major goal of the coalition is a federal collective bargaining law for public employees that will: set national standards for bargaining; affirm the right to organize; and create "rational" mechanisms for settling disputes.

■ **The Japanese Education Ministry reports that the percentage of unemployed university and junior college graduates in 1972 was the highest in 10 years.** Surprisingly enough, 9.3 per cent of the class of '72 chose to be jobless—an increase of 3.2 per cent over the previous year and a 2.4-fold increase over the past 10 years.

The trend toward voluntary unemployment—an unprecedented phenomenon in Japan—is seen as the result of economic and social factors enabling young people to sustain a livelihood without working. The Ministry suggests that the statistics mean a growing number of young men and women are refusing to be incorporated into the traditional close-knit social structure.

■ **Federal public service employees in Australia have been granted an increase in annual leave of from three to four weeks.** The original legislation to extend the vacation period was to apply only to public servants who are members of trade unions. After a defeat in the Senate, the legislation was amended to cover all public servants, whether members of a trade union or not.

The unsuccessful move was the first in a series aimed at winning public support for the trade union movement. It was followed by a government announcement that firms competing for civil engineering contracts tendered by the Department of Public works will be expected to be on good terms with trade unions. The Government declared that preference would be given to firms employing union labour and allowing union officials to police their sites, thereby ensuring that this condition be met.

Labour Minister Clyde Cameron is reported to be drawing up **a much wider code that firms will have to accept if they are to get contracts** (worth about \$650,000,000 a year) from the Department of Public Works and the Department of Supply. The code is expected to stipulate that preference in awarding contracts will be given to companies willing to offer their employees benefits similar to those enjoyed by public servants, including four weeks annual leave and a commitment to a 35-hour workweek within three to four years.

■ An ILO expert working in Addis Ababa in 1964 noted the extent to which the umbrella was used in Ethiopia for religious purposes and as a status symbol. Up till then, all umbrellas were imported. **Foreseeing the possibilities of national production,** the expert raised funds locally and opened a workshop hiring 25 workers.

The plant now meets the country's needs by employing 300 workers, of whom 95 per cent are blind, deaf or disabled. But their duties are so divided that **the various handicaps, far from hindering production, are complementary to one another** and combine for a harmonized output. Profits are ploughed back into the plant, which will soon start producing dry cells.

■ The current labour boycott against the Shell Oil Company of New York and the strike's consequent endorsement by the AFL-CIO, reflects organized labour's growing concern for environmental issues.

The Oil, Chemical and Atomic Workers' International Union struck Shell when the company rejected union proposals designed to give employees a voice in matters affecting their health and safety at work. Health and safety provisions were included in contracts the union signed with other major oil companies.

Labour's stand is backed by 14 environmental groups that believe the fight for a better environment must go on, both inside and outside the workshop.

The issue is likely to be very high on the United Auto Workers' list of bargaining priorities this summer. The auto workers will demand that regular checks for health hazards be made in the plant by qualified industrial consultants, and that workers be provided with the findings of these surveys. The UAW is also likely to pressure the auto companies into paying for relevant physical examinations and medical tests for their employees, and into giving the latter free access to all company records of mortality and injury sustained in the plant.

■ The first national conference of the Australian Women's Electoral Lobby (WEL), held recently in Canberra, highlights the **growing importance of women's issues in Australian politics.**

The 350 delegates from each Australian state and territory met to discuss future action on a wide range of proposals for reform in social services, employment, education, consumer protection, the environment and the law. The conference was a follow-up to the Lobby's successful work in the 1972 federal election campaign, which saw an Australian Labour Party government elected on December 2, 1972, for the first time in 23 years.

Though opinions vary on the extent of WEL's influence in determining that result, it is generally conceded that **the organization promoted a public awareness of the need for reform in some areas of special concern to women, and was successful in making these issues important to politicians.**

Australian women were among the first in the world to get the vote, but 1972 was the first time they had organized a regular, sustained lobby to pressure election candidates into committing themselves to work for reform.

The impact of WEL has been significant. Many of the reforms the organization pressed for during the elections were given high priority and were implemented soon after the new Government took office. On its second day in office it removed the tariff and sales taxes on oral contraceptives, and lifted the ban on advertising of contraceptives in the Australian Capital Territory. The federal Government reopened the case for equal pay for work of equal value, and on December 15, 1972, the Conciliation and Arbitration Commission accepted this principle.

Early in January 1973 it was announced that women employees in the federal public service would be allowed 12 weeks paid maternity leave and 40 weeks additional unpaid leave without risk of loss of seniority or tenure. The Minister for Social Security, Bill Hayden, said also that social service benefits would be extended to unmarried single mothers and de facto wives.

WEL was launched in March 1972 in Melbourne, with an initial membership of 10. Less than a year later, the organization had 22 branches throughout Australia, and a financial membership of more than 2,000.

WEL is not affiliated with any political party, but was formed because a growing number of Australian women had become aware that issues affecting them in their personal, family, and working lives were consistently ignored in the political process.

WEL is characterized by a high degree of co-operation and willingness to work among its members, and this co-operation has been especially effective on a national level.

■ Top-paid workers at a factory in Britain relinquished a \$2.25-a-week pay increase recently so that their lower-paid colleagues could have the money.

Shift workers at the Carnation Foods factory in Dumfries had been offered an additional \$8.02 a week in a new pay settlement, while day workers had been given an extra \$5.77. But the higher-paid group agreed with the Transport and General Workers' Union that the offers should be switched around. So did the company, which employs 165 TGWU members at its factory, though it will have to pay out exactly the same amount as before.

Gordon Tremble, TGWU area secretary, said: "I'm more than delighted with the agreement. These men are a shining example to any trade union group. It has been their policy in the past few years to try to reduce the difference between the higher- and lower-paid workers."

■ A recently completed study of corporate leadership changes during three economic recessions since 1950 suggests that **company management reacts to bad times by putting either "rebels" or "conformists" in the top spot.**

Eugene Jennings of Michigan State University concludes from his study that companies tend to respond to stressful situations by: (1) appointing comparatively older men to the top spot, with the intention of using their experience to get the firm back on a safe track; or (2) putting comparatively younger men in that position with a view to encouraging innovation in areas that other firms may be overlooking.

During periods of economic expansion in the '50s and '60s, for example, about 8 per cent of the top positions were filled either by men more than 15 years younger than the departing boss, or by men five years younger or older than their predecessors—in other words, by comparatively older executives. But during recessions, this percentage doubled. At the same time, the number of chief executive appointments among the middle-age ranges shrank appreciably.

"We are apt to agree on what kind of managers we want in a growth situation," says Jennings, "but we disagree violently on who is the best manager in a shrink economy. We fall apart ideologically when it comes to paring the fat."

Though younger and older appointees may share a great deal of industrial know-how and technical competence, they don't necessarily act similarly. The older man tends to search for security in trusted patterns, while the younger executive chooses to seek success by doing things his competitors are not doing.

CRLA BRIEF

An Arctic railway should be considered instead of the proposed northern oil and gas pipeline, according to the Canadian Railway Labour Association. In its annual submission to the Government, presented March 6, the CRLA noted that the failure to consider alternative modes of transportation "appears to result from the assumption that northern development is identical to the extraction of the oil and natural gas wealth in that area." The CRLA referred Transport Minister Jean Marchand to a study undertaken at Queen's University that supported the feasibility of the railway.

The CRLA expressed support for the railway, giving several reasons for its construction; a long-run evaluation, said the brief, would show the advantages of a general carrier over a specific carrier such as the pipeline. Pointing out that a pipeline can carry only 2 commodities at a time, the submission noted the capability of a railway to carry goods varying in size, shape and weight. Development of the north will require the shipment of goods from south to north, the submission continued, and a pipeline cannot accomplish this. The railway could be built using Canadian manpower, and would thus serve to stimulate further economic development in the region.

In a general statement on the National Transportation Policy, the CRLA said that the needs of the Canadian public were not being met. "For example," the submission said, "the policy should be directed toward the fullest use possible of Canadian transportation facilities in the movement of our natural resources to export positions." The CRLA added that "the movement of Canadian natural resources should be restricted to Canadian modes of transport using Canadian routes wherever possible."

In other aspects of Canadian transportation, the brief called for the maintenance of a railway passenger system, adoption of regulations governing the transport of dangerous commodities, and introduction of tolls favouring Canadian and U.S. flag ships over foreign ships on the St. Lawrence Seaway. The recommendations for establishment of a Canadian merchant marine and a shipbuilding industry were endorsed, as were the main recommendations of the Darling Report on coastal shipping (LG, April, p. 200).

Specific improvements called for in railway law included a demand that the CRLA be allowed to determine the reported cause of railway accidents and to ensure that adequate steps are taken to prevent a recurrence. Other points called for increased funds for the Railway Grade Crossing Fund and restrictions on the building of private road crossings.

The CRLA, noting the current rate of inflation, claimed that in present railway negotiations "we need to obtain a wage increase of about 10 per cent merely to maintain the real income of railway employees at the same level as it was 2 years previously. Any net gain in wages would have to be in excess of that amount."

"Simply put," the report continued, "the Government has been expanding the economy at too rapid a rate and the Bank of Canada has been expanding the money supply at a totally excessive rate." The brief listed 3 reasons why inflation was not higher last year: a high savings proportion of income by Canadians, low business investment because of economic



uncertainties in the U.S., and a deficit in the Canadian foreign trade balance. These acted to counterbalance the increased domestic demand, but "none of these 3 factors was supported by the Government's policy," the submission noted.

Turning to unemployment, a demand was made that the Government deal with unemployment among all persons, not concentrating only on the heads of families. "We fail to understand the logic that lies behind the spring budget of 1972 in terms of its claim to reduce unemployment," the brief said. Measures adopted at that time, it was claimed, did not follow the traditional and proven mode of lessening unemployment—by the stimulation of aggregate demand. "It would appear," the report said, "that the effect will be to stimulate firms to invest in new labour saving equipment, thus reducing the demand for labour and creating more unemployment."

Provision of a guaranteed annual income for Canadian citizens, based on the negative income tax principle, was endorsed. Costs of the program need not be high, the report said, since the GAI could be adjusted to any level. The CRLA sees the plan as an incentive for low income persons to raise their incomes and better their standards of living. Also, by replacing some of the present welfare plans, GAI would reduce government administrative costs. The submission called for a universal GAI plan, not excluding persons on the basis of marital status, sex, or any other reason.

The Unemployment Insurance Plan received the support of the submission, which noted that "the present rate of unemployment would be much higher than it

now is except for the unemployment insurance program that is now being so severely criticized. This program has helped to maintain a minimum level of purchasing power in the Canadian economy, and with it jobs." Improvements in the plan were suggested, however, including elimination of the 2-week waiting period before benefits become payable, and a change in the clause that now disallows payments to workers unemployed because of labour disputes. Hopes were expressed by the CRLA that the Unemployment Insurance Plan, when supplemented by a guaranteed annual income, might be converted into an income maintenance plan for workers in seasonal jobs.



In housing, the submission welcomed federal, provincial, and municipal participation in land acquisition for new communities as a way to reduce the "unconscionable profits" being taken by speculators. Scrutiny will be given, the submission noted, to government plans to change the National Housing Act to provide for assisted home ownership, and co-operative and non-profit housing projects. A call was made for mortgage interest payments to be deductible for income tax purposes and that consideration be given to compelling pension trust funds to invest in mortgages in order to bring down interest rates. Removal of the 11 per cent sales tax on building materials and adoption of a national building code were also recommended.

Extension of the Medicare Act was called for to cover preventive health care, inoculations, vaccinations, x-rays and diagnostic procedures, orthopedic services, physiotherapy and chiropractic treatment, out-patient services, dental

and optical services, mental health treatment, and drugs. Prohibition of deterrent doctors' fees and establishment of community health centres throughout Canada were other proposals.

Encouragement should be given to early retirement, according to the submission, by "looking at the possibility of providing reduced early retirement benefits under the Canada Pension Plan starting at age 60, and full Old Age Security benefits at the same age." Inclusion of an escalator clause in all pension plans was proposed, with government removal of the current 2 per cent ceiling on the adjustment of Canada Pension Plan earnings to set the pace for private pension plans. An increase in the basic Old Age Security Pension

was recommended in combination with reinstatement of the escalator clause provisions.

Dealing with other areas, the brief pointed out the advantages of an Arctic railway over a pipeline from an environmental point of view. Mass transportation studies were urged to examine the possibility of improved railway use in future by developing new passenger equipment, providing station facilities, and holding abandoned rail right-of-ways in urban areas. Representation was made also for Canada to approach the United States with a proposal for reciprocal agreements that would exempt employees of international transportation companies.



Health and Welfare Minister Lalonde said an announcement would be made shortly on a proposal for trial implementation of a guaranteed annual income plan. An evaluation of this plan would later be done, he said, rating the plan on its financial security combined with the degree to which the initiative to work is preserved. **Earlier retirement is a common goal of Government and labour, he said, but the high cost of lowering the age level must be considered.** He estimated that lowering the retirement age to 60 would cost between \$195 and \$283 million. Noting the concern expressed over rising health costs, Lalonde stated that the main problem may not lie in the fee-for-service arrangement, since one-third of all doctors in Canada are already on a salary basis. He revealed that **the provinces will be given more freedom in health care in an attempt to cut costs.**

Manpower and Immigration Minister Andras indicated some of the problems in lowering Canada's unemployment rate. He claimed that more people are now leaving their jobs "without cause" than at any time in the past, and that this factor worsened an already serious matter. He did, however, defend the value of the Unemployment Insurance Act, despite the abuses that have taken place.

The presentation ended after a summation by CRLA Chairman W. C. Y. McGregor in which he urged further study on an Arctic railway. He also spoke for subsidization of commuter trains for urban transportation and criticized the plan for Short Take-Off and Landing (STOL) commuter aircraft as not being feasible.

REPLY

Cabinet ministers present to reply to the CLRA were John Munro, Labour Minister; John Turner, Finance Minister; Jean Marchand, Transport Minister; Marc Lalonde, Health and Welfare Minister; and Robert Andras, Minister of Manpower and Immigration. Turner, noting the service nature of the railways, stressed the relationship between railway growth and the development of other industries. **He emphasized the importance of Canada's trade position in relation to the welfare of her industries, and cited the importance of foreign trade as being evidenced by**

the fact that 25 per cent of all goods carried by rail are for export trade.

The Government is studying the concept of an Arctic railway, as proposed by the CRLA, according to Transport Minister Marchand. He foresees rail transport as taking increased importance in the future, not only in freight movement, but also in passenger service. **Marchand affirmed that action on the Darling Report on coastal trade will be forthcoming as soon as discussions can be held with the provinces.** "At present," he indicated, "Canada is the only country that allows foreign ships to trade along her coast."

YOU SAID IT...

WOMEN

"In history, women have played ... every role that man has ever played ... and the only person to receive the Nobel award twice was Marie Curie."

Clare Boothe Luce, *Encyclopaedia Britannica*

NATIONALISM

"1935 was the key year in the history of the Canadian labour movement ... In that year it became apparent that the Canadian labour movement would probably never be Canadian, that it would—for the foreseeable future—continue to be dominated by American unions."

Irving Martin Abella, *Nationalism, Communism and Canadian Labour*

UNIONS

"It's intolerable arrogance to suggest that, although all groups in society should come under the scrutiny of the elected representatives, labour should be exempt. The trade union movement has proved its work worth. Why does it have to be defensive?"

Labour Minister John Munro, *The Globe and Mail*

ENERGY

"The most immediate challenge facing North Americans today is not starvation or pollution or social unrest. It is that our demands for energy have been doubling every 10 years."

J. Tuzo Wilson, *Maclean's Magazine*

STRESS

"It is much more important to know what sort of patient has a disease than what sort of a disease a patient has."

Sir William Osler

BANK OF CANADA

Rising prices are once again posing a serious threat to the economy, says the Bank of Canada in its annual report for 1972.

MULTINATIONALS

"Multinational corporations have shaken off the traditional sources of countervailing power. They've outgrown trade unions, consumer groups, local and state governments."

Harvey D. Shapiro, *The New York Times Magazine*

PROTEST

"I believe that the public always participates in major public policy decisions. But if constructive opportunities are not evident early enough, citizens often find their only avenue is to protest."

Desmond M. Connor, *Habitat*

POLITICS

"The popular will is expressed through politics ... The elected representative of the people, who makes a trade of politics but who makes no claim to total knowledge or wisdom, must be provided with optimum liberty to decide what set of relationships ought to prevail, which, stabilized at a chosen level, constitute the goals of government."

Gordon Robertson, *The Changing Role of the Privy Council Office*

LEGAL DECISIONS

Ontario High Court granted injunction against the Seafarers International Union of North America.

There was an application for injunction by the Plaintiff, Charterer of the vessel "S.S. Pampero", to prevent the Defendants from picketing at or adjacent to the entrance of the Seaway Terminal yard in Hamilton, where the vessel was berthed. The application also asked that the Union be enjoined from picketing at all other ports in Ontario, and from inducing or attempting to induce breaches of contract between the Plaintiff and others, from inducing or attempting to induce an unlawful strike by persons engaged in unloading the vessel.

The dispute that led to the picketing of the ship arose when it arrived from Nova Scotia, with a load of gypsum to be unloaded in Hamilton.

Under the Canada Shipping Act, ships other than those carrying Canadian registration are prohibited from engaging in coastal trade between Anticosti Island and Thunder Bay, Ontario. The union felt that the Canada Shipping Act did not go far enough when it barred non-Canadian ships from trading between Anticosti Island and

Thunder Bay, but at the same time permitted them to operate in the Great Lakes. The Pampero was not a Canadian registered ship and its crew were not members of the S.I.U.

The Union was picketing against the Government for its lack of action in amending the Canada Shipping Act to prevent foreign registered ships from operating in the Great Lakes when Canadian seamen were unemployed. It was, and had been the Union's contention for many years, that ships bearing Commonwealth and foreign registration should not be permitted to transport cargo from one Canadian port to another in the Great Lakes.

The picketing in Hamilton was peaceful and there was no interference with anyone coming or going from the area at or adjacent to the Seaway Terminal entrance. The picketers were carrying signs which say "Non-Canadian ship carrying Canadian cargoes is unfair to unemployed Canadian Seamen".

The Union contended that since they had no effective means of continuing the protests against the ship's presence in Canada, it could only demonstrate its opposition at the locations determined by the whereabouts of the ship itself.

Moreover, the picketing activities were confined to communicating the substance of their protests to those persons who had dealings with the ship and its owners, and the public in general where the ship had berthed.

As a result of the picketing, members of the Hoisting Engineers' Union who were employees of the Seaway Terminals, refused to cross the picket line. The ship was unable to unload since there were no Hoisting Engineers to operate the cranes.

In granting the injunction, Mr. Justice Cromarty said that one of the objectives of the picket line was to induce members of other unions not to work the ship which, no doubt, would have caused the Plaintiff to suffer financial damage and would have seriously impeded the Plaintiff's ability to keep the ship in operation. This type of picketing he said, was usually referred to as "Secondary Picketing" and in most cases is a picket line at some other place remote from an employer's place of business secondary to the picket line established threat.

It was, however, settled law in the Province of Ontario that secondary picketing was illegal per se as was decided in *HERSEES OF WOODSTOCK LTD. V. GOLDSTEIN*, in which

it was held that while the Union was exercising a common law right to peacefully communicating information, the company against whom there was no dispute also had a right to trade without undue interference. Similarly in *HEATHER HILL APPLIANCE LTD. ET AL. V. MCCORMACK ET AL.*, it was held that picketing, however, peaceful, of the premises of an employer where there was no dispute between him and the picketers or between him and his employees was per se unlawful.

(*J.S. Ellis and Co. Ltd. V. Willis et al.*, Ontario High Court, October 2, 1972. CLLC14, 156. Prepared by Legal Research Division, Legislative Research Branch.)

Ontario High Court granted injunction barring Toronto Board of Education from claiming that collective agreement no longer in effect.

This was a representative action on behalf of some 400 employees of Toronto Board of Education who were engaged in the Maintenance and Construction Department. They were individual members of fourteen unions, and all unions were members of the Toronto Building and Construction Trades Council, which acted as collective bargaining agent for all employees represented by the unions.

The Council had entered into a collective agreement with the Board effective from January 1, 1970 to December 31, 1972, and renewable automatically from year to year thereafter unless terminated or amended. If it was the wish of either party to amend or terminate the agreement, notice in writing must be given no less than 30 days but not more than 60 days before the termination date, and

the parties must commence bargaining in good faith. The old agreement was to remain in force until a new agreement has been reached.

On November 5, 1971, the Council advised the Board that it wished to amend the agreement. Several rounds of meetings between representatives of the Council and the Board failed to produce a new agreement, and on June 7, 1972, the Board's solicitor wrote to the Council outlining the Board's position as follow:

"In view of the difference between the parties not only as to the issue of wages, but also in regard to the status of the former collective agreement, the Board would advise that the agreement dated January 1, 1970, has expired and that no collective agreement is in effect. In such a case there is no obligation to honour the provisions of the former collective agreement. It is the Board's intention therefore, to implement its wage proposal effective June 5, 1972 both with respect to present and future employees."

The letter went on to say that while there was no contractual obligation, it was the Board's intention to continue the benefits which were in effect at that time. However, it does not intend to continue any of the administrative provisions of the former agreement such as grievance procedure and other related matters.

As a result of the letter, the Council brought a class action for an injunction to prevent the Board from departing in any way from the terms of the previous collective agreement, and to continue negotiations until agreement has been reached for a new contract.

In its defence the Board contended that the Court lacked jurisdiction in the matter, because it involved an interpretation of the provisions of a collective agreement and the Court's jurisdiction had been ousted by the provisions of the Labour Relations Act, the Rights of Labour Act and the collective agreement itself.

The Council on the other hand submitted that the action was brought to protect the employees who were merely trying to maintain their rights under the collective agreement.

In granting the injunction, Mr. Justice Stark of the Ontario High Court said that the Courts have been almost unanimous in holding that the interpretation of or meaning of a clause in a collective agreement was a matter for arbitration. But where there was a question as to the existence of a collective agreement, or where the question was related to the existence of contractual relations between employees and employer, the Rights of Labour Act was no bar to an action where a prima facie case has been presented. Under the Ontario Labour Relations Act, the continuance of collective agreements from year to year is not prohibited. The primary concern of the section was the fixation of minimum terms and not maximum terms. And in any event said the Judge, one year had not yet elapsed since the completion of the first agreement, and he had reached the conclusion an injunction should be granted.

(*Ferguson and Fitzsimmons V. Toronto Board of Education.* CLLC 14, 453. Ontario High Court, July 10, 1972. Prepared by Legal Research Division, Legislative Research Branch.)

RAILWAY ARBITRATION

Five cases were heard by the Railway Office of Arbitration in February. Three were dismissed and two were allowed.

Case No. 394. Dispute between Burlington Northern (Manitoba) Ltd. and the United Transportation Union over whether a job should have been declared vacant.

The union contended that the position left vacant by the promotion of a fireman-helper should have been bulletined. The company contended that there was no need to advertise the position because it was redundant.

The arbitrator, in making his judgment, explained that the real issue was whether or not there was a vacancy that the company was required to bulletin. Generally, a vacancy is created when there is a job to be performed, and there had been a job for the employee because of a collective agreement between previous unions and a previous company.

The company, however, has the right to decide when a position is redundant; and because, in their opinion, the position no longer existed, it was not necessary to bulletin it. The grievance was therefore dismissed.

Case No. 395. Dispute between British Columbia Railway and the Transportation-Communication Division of the Brotherhood of Railway, Airline and Steamship Clerks over dismissal of an employee.

The company dismissed an employee for drinking when he should have been on duty. The union said that the dismissal was

unwarranted and requested his reinstatement.

The employee had gone "home for a bite to eat" and did not return. At a later investigation into his failure to return to work, he testified that he "fell asleep outside." He avoided a second investigation concerning the use of intoxicants when on duty.

The arbitrator pointed out that there was no doubt that the employee was in the hotel at about mid-afternoon. Although the friends who were with him reiterated his statement that he had not been at the hotel until after his quitting time at 3:30 p.m., his car had been seen outside the hotel before 3:00 p.m.

In handing down judgement, the adjudicator disallowed the argument that the man had already been tried twice for the same offence. He concluded that he had been drinking on duty, with "complete disregard of his obligations to his employer." The grievance was dismissed.

Case No. 396. Dispute between Canadian Pacific Limited (Prairie Region) and the United Transportation Union over the layoff of an employee.

The union said that a brakeman on a reduced crew had been laid off and thus was entitled to payment for trips he would have otherwise worked. The company contended that the brakeman was not entitled to layoff status.

The grievor, who had been displaced when a more senior brakeman returned from sick leave, was entitled to other work because of the reduction in his crew and his seniority. A physical disability, however, made it impossible for him to take on other assignments to which he was entitled.

The arbitrator said it was the disability that had resulted in the layoff and not the reduction in crew size. The grievance was dismissed.

Case No. 397. Dispute involving the Canadian National Railway Company and the United Transportation Union over a request for crew reduction.

The company decided to reduce by one brakeman the crew of the "Super Continental" passenger trains operating between two cities. The union said that adequate safety would not be maintained and that there would be a burden on the reduced crew.

The union cited these areas of concern: flag protection; seating of passengers; leaving the vestibule unattended; ensuring that passengers are seated when the train is moving; assisting passengers—especially children and older people—in moving between cars; and dealing with hot box warnings. After studying the issues raised by the union concerning safety, the arbitrator concluded that the reduced crew could provide adequate safety precautions.

On the second question—that of placing an additional burden on the reduced crew—the union referred to: the possibility of confusion at the time of entraining and detraining passengers; setting off and picking up of cars; clearing switches in winter; baggage handling; dealing with passenger disturbances; and operating the heating and air conditioning units.

The arbitrator pointed out that the quality of service was beyond his jurisdiction, but he concluded that adequate safety could be maintained without unduly burdening the reduced crew. The company's request was allowed.

Case No. 398. Dispute between Ontario Northland Railway and the United Transportation Union over reduction of a yard crew.

The company wanted to reduce a three-man yard crew to two men. The union contended that it could not be done without sacrificing adequate safety, citing specifically the safety of passengers and trespassers who crossed the tracks, the safe movement of cars, and the maintenance of sight lines.

The arbitrator concluded that a reduction in the crew might reduce productivity, and the company was prepared to accept that. He pointed out that any crew assigned to the work would be responsible for the safety of the people who crossed the tracks. The request of the company was granted.

DECISIONS OF THE UMPIRE

CUB 3171

A caretaker in a tree nursery for the Ontario Department of Lands and Forests filed an application for benefit November 13, 1971, stating he was employed in that capacity from April 28 to October 30, 1971, when he stopped working because of a job shortage. He said he was employed part time with his regular employer, who reported to the District Office of the Commission on November 17 ... that the claimant was not separated but, on October 30, his work pattern was changed from full time to part time, that his normal weekly earnings were \$2.77 an hour, and that he earned \$115.23 in the last calendar week in which he worked full time.

The payroll clerk in the Department of Lands and Forests advised the Commission on November 24 that the claimant had been employed full time, 40 hours a week, for the period June 21-October 30, 1971, and since then with no break in service, 20-hours a week. The Department had not released his contribution record as he had not been terminated. On February 2, 1972, the employer informed the district office that since October 30, 1971, the claimant had been employed 40 hours every two weeks and had worked in each calendar week subsequent to that date.

On February 3, 1972, the insurance officer told the claimant he had not established his right to benefit as he had not proved there had been an interruption in his earnings as required by Sec. 17 (2) of the Act and defined by Regulation 148, because "he was continuing to work for his last employer."

The claimant appealed this decision to the board of referees on February 5 stating, inter alia, that married women who work for the Department of Lands and Forests for the same length of time as he did, earning the same wages, and whose husbands' salaries were between \$6,000 and \$8,000 yearly, "received more in benefits than he did working 20 hours a week."

The board of referees met on March 2, 1972, in the absence of the claimant. After reviewing the file, they concurred with the insurance officers' findings.

They came to the conclusion that in this case, the claimant was being disallowed, over a long period of time, partial benefits that were due to him, and decided by unanimous vote to entertain the appeal.

On March 14, the insurance officer appealed to the Umpire.

The text of the grounds for appeal presented on April 24, 1972 by the Chief, Entitlement Determination of the Commission, follows:

"The question at issue in this appeal is whether the claimant has had an interruption of earnings from employment as required by Sec. 17(2)(b) of the Unemployment Insurance Act (1971) and defined by Regulation 148(1). We submit that the board of referees erred in its decision allowing the claimant's appeal on this question.

"In order for the claimant to establish an initial benefit period upon the filing of his claim on November 7, 1971, an interruption of his earnings from employment must have occurred. Such requirement of Sec. 17(2)(b) and 19 of the Act is fulfilled when, in accordance with Regulation 148(1), an insured person has a layoff or separation from his employment and has a period of at least seven consecutive days during which he did not perform any work for his employer and in respect of which no earnings from that employment are payable or allocated.

"The evidence clearly shows that the claimant worked full time, forty hours a week, as a caretaker from June 21, 1971 to October 30, 1971 when his employment was reduced to part time, twenty hours a week, with no break in service. On February 2, 1972, the employer confirmed that the claimant had continued to work forty hours every two weeks since October 30, 1971 and that he worked in each calendar week subsequent to that date. In his letter of appeal to the board of referees the claimant indicated that he is working twenty hours a week with his employer.

"In view of the foregoing, it is obvious that the claimant has not had an interruption of earnings from employment in accordance with Regulation 148(1); consequently, he cannot qualify for the receipt of benefit.

"The board of referees, although finding that the claimant did not have a period of seven or more consecutive days of no work or earnings arising from his employment, nevertheless allowed the claimant's appeal. The board's decision appears to be based on a consideration that the claimant should not be denied partial benefits over a long period of time. It is submitted that such a consideration is irrelevant and not applicable to the question at issue as it is not a factor under Regulation 148(1) in determining whether an interruption of earnings from employment has occurred.

"In the opinion of the Commission, the board of referees' decision, if allowed to stand, may enable the claimant to qualify for the receipt of benefit without fulfilling the requirements of Sec. 17(2)(b) of the Act. As held by the Umpire in many previous decisions, the provisions of the Act and Regulations must be applied as written, and must be met in order for a claimant to qualify for benefit (CUBs 399, 2053, 2117, 2198, 2418, 2483).

"We therefore submit that the decision of the board of referees should be reversed."

When the law is clear and unambiguous, the Umpire ruled, neither the board of referees nor the umpire has any right to refuse to apply its express provisions; even if a strict interpretation of it may seem unjust.

In the present case, Sec. 17(2)(b) of the Act required that in order to receive benefits the claimant must have an interruption of earnings from employment, and Regulation 148(1) defines interruption of earnings as involving a separation from employment with a period of seven or more consecutive days during which no work is performed for the employer and in respect of which no earnings arise from that employment.

On the facts of the present case, it is indisputable that there was no separation from employment nor any period of seven consecutive days without earnings or employment, so there is no way in which the claimant's claim can be allowed. The decision of the board of referees was clearly in error, and the appeal of the insurance officer is allowed.

CERTIFICATION

The Canada Labour Relations Board met for seven days during February. The Board granted ten applications for certification, rejected two, permitted the withdrawal of three, and ordered three representation votes. It issued Reasons for Judgment in granting one of the applications. The Board granted five requests for review and one application for revocation of certification. During the month, the Board received 12 applications for certification and four requests for review.

Reasons for Judgment issued. In certifying the Public Service Alliance of Canada as the bargaining agent of a unit of field staff employees employed throughout Canada by The Company of Young Canadians. The decisions followed a hearing conducted by the Board on January 18 and February 13, 1973. (Reasons for Judgment issued as Supplement No. 1, 1973) (LG, Feb., p. 110).

Applications for certification granted. Air Crew Association Canada was certified as the bargaining agent of unit of flight crew personnel employed by Wardair Canada Ltd. in its international operations (LG, Feb., p. 110).

Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, was certified as the bargaining agent of a unit of employees of Murray Hill Limousine Service Ltd., Montreal, Qué., comprising mechanics and drivers (LG, Feb., p. 110).

Local 9-892, Oil, Chemical and Atomic Workers' International Union, was certified as the bargaining agent of a unit of employees of Kleysen's Cartage Co. Ltd. employed at its terminal in Esterhazy, Sask. (LG, Feb., p. 110).

Syndicat des Employés du Quai Golden Eagle (CSN) was certified as the bargaining agent of a unit of clerks and dock hands employed at the Golden Eagle pier at St. Romuald, Qué., by Oceanic Tankers Agency Limited (LG, Feb., p. 110).

Teamsters Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, was certified as the bargaining agent of a unit of employees of the British Columbia-Yukon Railway Company, Vancouver, B.C., employed in the preparation and serving of food at its eating house at Bennett, B.C., and its section houses at White Pass and Pennington, B.C. (LG, March, p. 176).

Carpenters' Local 1325, United Brotherhood of Carpenters and Joiners of America, was certified as the bargaining agent of two separate units of employees employed in the District of MacKenzie in the Northwest Territories comprising employees of Multibuilt Industries Ltd., Edmonton, Alta., and employees of Con-Force Products Ltd., Edmonton, Alta. (LG, March, p. 176, April, p. 251).

The Public Service Alliance of Canada was certified as the bargaining agent of a unit of engineers employed by the Freshwater Fish Marketing Corporation, Winnipeg, Man. (LG, March, p. 176).

International Longshoremen's Association, Local 1976, was certified as the bargaining agent of a unit of freight handlers and longshoremen (stevedores) employed by Canadian National Railways at the Port of Mulgrave, N.S. (LG, April, p. 251).

Representation votes ordered. The Board has ordered a representation vote in an application for certification made by Teamsters' Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America affecting a unit of 30 employees

employed jointly by The British Yukon Railway Company, Vancouver, B.C. and the British Columbia-Yukon Railway Company, Vancouver, B.C. The Brotherhood of Maintenance of Way Employees, bargaining agent of the employees affected, intervened to contest the application. George W. Rogers, Canada Department of Labour, Vancouver, B.C., has been appointed returning officer to supervise the vote in which the names of both unions appear on the ballot (LG, Feb., p. 110).

The Board has ordered a representation vote in an application for certification made by Local 636, International Brotherhood of Electrical Workers affecting a unit of 47 employees of Rogers Cable T.V. Limited located at 51 Beverly Hills Drive, Downsview, Ont. A group of 33 employees intervened to contest the application. Kenneth Hulse, Canada Department of Labour, Toronto, Ont., has been appointed returning officer to supervise the vote in which only the name of the applicant will appear on the ballot (LG, Feb., p. 110).

The Board has ordered a representation vote in an application for certification made by the National Association of Broadcast Employees and Technicians affecting a unit of 126 employees of CFTO-TV Limited, Agincourt, Ont. The International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, Motion Picture Studio Production Technicians, Local 873, bargaining agent of the employees affected, intervened to contest the application. Kenneth Hulse, Canada Department of Labour, Toronto, Ont. has been appointed returning officer to supervise the vote in which the names of both unions appear on the ballot (LG, March, p. 176).

Applications for certification rejected. Canadian Association of Broadcast Employees, applicant, Niagara Television Limited, Hamilton, Ont., respondent, and the National Association of Broadcast Employees and Technicians, intervener. The Board rejected the application because it was not satisfied that the applicant is a trade union within the meaning of Part V of the Canada Labour Code (LG, Jan., p. 58).

Syndicat des Employés de Cent-east Auto Terminal Inc. F.C.A.I., applicant, Centeast Auto Terminal Ltd., Lachine, Que., respondent and Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, intervener. The Board found that the operations of the respondent company by which the employees in the proposed bargaining unit are employed are not a work, undertaking or business to which the provisions of Part V of the Canada Labour Code apply, and rejected the application accordingly (LG, March, p. 176).

Applications for certification withdrawn. Miscellaneous Workers, Wholesale and Retail Delivery Drivers' and Helpers' Union, Local 351, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, B.D.C. Ltd., Vancouver, B.C., respondent, and Roger Williams, et al., intervener, (LG, April, p. 251).

Brotherhood of Locomotive Engineers, applicant, and Norfolk and Western Railway Company, Windsor, Ont., respondent (locomotive firemen-helpers, hostlers and hostler helpers, St. Thomas Division).

Association des employés de CJLM Radio Joliette Ltée F.C.A.I., applicant, C.J.L.M. Radio Joliette Ltée, Joliette, Qué., respondent, and le Syndicat général des Communications (CSN) intervenir (LG, April, p. 251).

Application for revocation of certification granted. The Board granted the application for revocation of certification made by Lufthansa German Airlines concerning the Board's Order of Certification issued on January 25, 1972, certifying the International Association of Machinists and Aerospace Workers as the bargaining agent of a unit of employees of Lufthansa German Airlines employed at Montreal International Airport, Dorval, Qué. The bargaining agent did not contest the application for revocation (LG, April 1972, p. 198).

Requests for review granted. The Board directed that its Order of Certification issued June 3, 1968, affecting the United Steelworkers of America, Local 926, and a unit of employees of New Imperial Mines Ltd. (now Whitehorse Copper Mines Ltd.) employed in the Whitehorse Area of the Yukon Territory, be amended by deleting the name of New Imperial Mines Ltd. wherever it appears therein and by substituting therefor the name of Whitehorse Copper Mines Ltd. The request was made jointly by the company and the certified bargaining agent (LG 1968, pp. 276, 480).

The Board directed that the Order of Certification issued July 17, 1967, affecting the Syndicat National des Employés de Bureau du Port de Montreal (CSN) and a unit of employees of National Harbours Board employed at the Port of Montreal, be amended by adding to the inclusions, employees at its Marshalling Yard classified as dispatcher and truck checker, and to the exclusions, persons classified as chief dispatcher, (LG 1967, pp. 247, 642; Nov. 1972, p. 593).

The Board directed that three Orders of Certification issued on July 22, 1968, certifying the Canadian Brotherhood of Railway, Transport and General Workers as the bargaining agent of separate units of unlicensed crews, licensed crews, and shore-based employees of M.I.L. Tug & Salvage Limited, Halifax, N.S., be amended by deleting the name of M.I.L. Tug & Salvage Limited wherever it appears therein and substituting therefor the name of Eastern Canada Towing Limited (LG 1968, pp. 543, 595).

Applications for certification received. United Steelworkers of America on behalf of a unit of employees of YK Super A Foods, Yellowknife, N.W.T. (Investigating Officer: R. F. Langford).

International Association of Machinists and Aerospace Workers on behalf of a unit of truck drivers and aircraft refuelers employed by Consolidated Aviation Fueling and Services of British Columbia Limited, at the Vancouver International Airport, Richmond, B.C. (Investigating Officer: G. W. Rogers).

Teamsters' Local 879, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers and warehousemen employed by Crown Moving and Storage, operated by Donald W. Murray Movers Ltd., Welland, Ont. (Investigating Officer: K. Hulse).

L'Association des Employés de Perron Transport on behalf of a unit of employees of Perron Transport Ltée Corporation, Giffard, Qué. (Investigating Officer: M. Archambault).

Canadian Brotherhood of Railway, Transport and General Workers on behalf of separate units of licensed personnel and unlicensed personnel employed by Sarah Shipping Ltd., St. John's, Nfld., aboard its vessel M.V. "Sarah" (Investigating Officer: W. J. Gillies).

Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of three separate units of employees employed by Brazeau Transport Inc., Rouyn, Qué. (Investigating Officer: J. J. de G. Loranger), Champlain Sept Iles Express Inc., St. Hubert, Qué. (Investigating Officer: M. Archambault) and Salaberry Cartage Ltd., Drummondville, Qué. (Investigating Officer: J. J. de G. Loranger).

United Transportation Union on behalf of a unit of locomotive engineers employed by Norfolk and Western Railway Company, Windsor, Ont., in its St. Thomas Division (Investigating Officer: J. G. Hoba).

International Longshoremen's Association, Local 1845, on behalf of a unit of employees of Logistec Corporation, Division Arrimage, Montreal, Qué., employed in the loading and unloading of cargoes to and from coastwise ships in the Port of Montreal (Investigating Officer: S. T. Payne).

International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) on behalf of a unit of employees of British West Indian Airways International, Toronto, Ont., employed in Metropolitan Toronto and at Toronto International Airport (Investigating Officer: M. K. Carson).

Requests for review received. See "Requests for review granted" above, concerning the Canadian Brotherhood of Railway, Transport and General Workers and Eastern Canada Towing Limited (formerly M.I.L. Tug & Salvage Limited), Halifax, N.S., and Whitehorse Copper Mines Ltd. (formerly New Imperial Mines Ltd.), Whitehorse, Y.T. and the United Steelworkers of America, Local Union 926.

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CONCILIATION

During February the Minister of Labour appointed conciliation officers to deal with the following disputes:

Canadian Pacific Limited, Montreal, Québec, and Canadian Pacific Police Association (representing police constables and sergeants) (Conciliation Officer: G. R. Doucet).

Canadian Pacific Limited, Montreal, Québec, and Canadian Pacific Police Association (representing security guards and security guards—firemen) (Conciliation Officer: G. R. Doucet).

REA Express (Canada) Ltd., Cooksville, Ontario, and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: M. K. Carson).

Les Armateurs du St. Laurent Inc., Point au Pic, Québec, and Seafarers' International Union of Canada (representing unlicensed employees aboard the M/V "Maurice Desgagnés") (Conciliation Officer: S. T. Payne).

McDonald Trucking (Harrow) Limited, Harrow, Ontario, and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880 (Conciliation Officer: K. Hulse).

M. J. Campbell, Inc., Weston, Ontario, and General Truck Drivers' Union, Local 938 (Conciliation Officer: H. A. Fisher).

Continental Explosives Ltd., Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers, Local 400 (Conciliation Officer: G. W. Rogers).

Whitehorse Copper Mines Limited, Whitehorse, Y.T. (formerly "New Imperial Mines Limited") and United Steelworkers of America, Local 926 (Conciliation Officer: R. F. Langford).

Canadian Pacific Railway Company (S.S. "Princess of Acadia"—Bay of Fundy Service), Saint John, N.B., and Seafarers' International Union of Canada (Conciliation Officer: R. Kervin).

Cape Breton Development Corporation (Coal Division), Sydney, N.S., and Canadian Brotherhood of Railway, Transport and General Workers, Local 504 (clerical employees), Local 509 (technical employees), and Local 510 (shotfirers and examiners) (Conciliation Officer: C. A. Ogden).

Great Lakes Pilotage Authority, Cornwall, Ontario, and Public Service Alliance of Canada (Conciliation Officer: K. Hulse).

Aqua Transportation Ltd., Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (Seaman Section), Local 400 (Conciliation Officer: G. W. Rogers).

Rio Algom Mines Limited (Nordic Section and Quirke Section), Elliot Lake, Ontario, and United Steelworkers of America (Conciliation Officer: T. B. McRae).

National Harbours Board, Québec, Québec, and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: M. Archambault).

Canada Catering Company Limited, Gander, Newfoundland, and Retail, Wholesale and Department Store Union, Local 1060 (Conciliation Officer: W. J. Gillies).

Denison Mines Limited, Elliot Lake, Ontario, and United Steelworkers of America (Conciliation Officer: T. B. McRae).

Alaska Trainship Corporation, New Westminster, B.C., and Canadian Merchant Service Guild (Conciliation Officer: A. A. Franklin).

Settlements by conciliation officers. Continental Explosives Ltd., Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: G. W. Rogers) (see above).

Westinghouse Canada Limited (Atomic Power Division), Port Hope, Ontario, and the International Union of District 50, Allied and Technical Workers of the United States and Canada, Local 14193 (Conciliation Officer: K. Hulse) (LG, April, p. 249).

Rivtow Marine Limited; Straits Barge Limited and Straits Towing Limited, Vancouver, B.C., and International Union of Operating Engineers, Local 115 (Conciliation Officer: D. H. Cameron) (LG, April, p. 249).

Sea-Span International Ltd., North Vancouver, B.C., and International Union of Operating Engineers, Local 115 (Conciliation Officer: D. H. Cameron) (LG, April, p. 249).

CP Air, Vancouver International Airport, and Brotherhood of Railway, Airline and Steamship Clerks (representing clerical employees in the accounting and computer services department, Vancouver) (Conciliation Officer: D. H. Cameron) (LG, April, p. 249).

Victoria Cablevision Limited, Victoria, B.C., and International Brotherhood of Electrical Workers, Local 230 (representing technical employees) (Conciliation Officer: D. H. Cameron) (LG, April, p. 249).

Central Ontario Television Limited (CKCO-TV; CKKW-AMM and CFCA-FM), Kitchener, Ontario, and National Association of Broadcast Employees and Technicians (Conciliation Officer: K. Hulse) (LG, March, p. 177).

Canada Tungsten Mining Corporation Limited, Tungsten, N.W.T., and United Steelworkers of America, Local 953 (Conciliation Officer: R. F. Langford) (LG, Feb., p. 106).

La Voix de l'Est Limitée (Radio CHEF), Granby, Québec, and le Syndicat National des Employés de la Voix de l'Est (CSN) (Conciliation Officer: G. R. Doucet) (LG, Jan., p. 54).

Westmount Moving and Warehousing Limited, Montréal, Québec, and the Cartage and Miscellaneous Employees Union, Local 931 (Conciliation Officer: Marcel Archambault) (LG, Dec. 1972, p. 641).

Messabec Limited, Montréal, Québec, and Canadian Marine Officers' Union (representing licensed engineers employed aboard M/V "Québec") (Conciliation Officer: J. J. de Gaspé Loranger) (LG, Dec. 1972, p. 641).

Dispute lapsed. Seaboard Express Lines Limited, Moncton, N.B., and Teamsters, Chauffeurs, Warehousemen, Helpers and Miscellaneous Workers, Local 76 (Conciliation Officer: R. L. Kervin) (LG, June 1972, p. 312).

Conciliation boards appointed. Manitoba Pool Elevators; National Grain (1968) Limited; Parish and Heimbecker Limited; Richardson Terminals Limited; Saskatchewan Wheat Pool; United Grain Growers Limited and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, Lodge 650 (LG, April, p. 249).

Northern Electric Company Limited (Installation Western Region) and Communication Workers of Canada (LG, March, p. 177).

Conciliation board fully constituted. The Board of Conciliation and Investigation established to deal with a dispute between British Columbia Telephone Company, Vancouver, B.C., and Federation of Telephone Workers of British Columbia (representing employees of Traffic, Plant and Clerical Divisions) (LG, April, p. 249) was fully constituted with the appointment of Hugh G. Ladner of Vancouver as chairman. Mr. Ladner was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee G. S. Cumming, Q.C., and union nominee D. E. McTaggart, both of Vancouver.

Settlement reached by conciliation board. Télécable of Québec Inc., Québec, Québec, and Canadian Union of Public Employees (representing operating employees and salesmen) (LG, Feb., p. 107).

Conciliation boards not appointed. Canadian Arsenals Limited (Small Arms Division, Long Branch), Toronto, Ontario, and Canadian Union of Operating Engineers, Local 101 (LG, April, p. 249).

A. V. Carlson Construction Ltd., Edmonton, Alberta, and United Brotherhood of Carpenters and Joiners of America, Local 1325 (representing a unit of carpenters employed in the District of MacKenzie in the Northwest Territories) (LG, Nov. 1972, p. 595).

Bird Construction Co. Ltd., Edmonton, Alberta, and United Brotherhood of Carpenters and Joiners of America, Local 1325 (representing a unit of carpenters employed in the District of MacKenzie in the Northwest Territories) (LG, Nov. 1972, p. 595).

PUBLICATIONS IN THE LIBRARY

LIST NO. 289

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. Please indicate the publication numeral and the month listed, when requesting loans.

ACCIDENT PREVENTION

No. 1—Great Britain. Committee on Safety and Health at Work. Safety and health at work; report of the Committee, 1970-72. London, HMSO [1972] 218 p.

CERTIFICATION

No. 2—Unit determination; recognition and presentation elections in public agencies; proceedings of a conference on public sector labor management relations, September 23-24, 1971. Los Angeles, Institute of Industrial Relations, University of California [1972] 110 p.

CIVIL SERVICE

No. 3—Spero, Sterling Denhard. Government as employer. Carbon-dale, Southern Illinois University Press [1972] 497 p.

COLLECTIVE BARGAINING

No. 4—U.S. Department of Labor. Division of Public Employee Labor Relations. Scope of bargaining in the public sector—concepts and problems; report submitted . . . by Paul Prasow and others. Washington, GPO, 1972. 156 p.

CORPORATIONS

No. 5—Blair, John Malcolm. Economic concentration; structure, behavior and public policy. New York, Harcourt [1972] 742 p.

CORPORATIONS, INTERNATIONAL

No. 6—U.S. Office of International Investment. The multinational corporation. [Washington, GPO] 1972. Contents: v.1. Policy aspects of foreign investment by U.S. multinational corporations.—U.S. multinational enterprises and the U.S. economy.—Trends in direct investments abroad by U.S. multinational corporations, 1960 to 1970.

DRUG ADDICTION

No. 7—Trice, Harrison Miller. Spirits and demons at work: alcohol and other drugs on the job [by] Harrison M. Trice and Paul M. Roman. [Ithaca], New York State School of Industrial and Labor Relations, Cornell University, 1972. 268 p.

ECONOMIC FORECASTING

No. 8—U.S. Bureau of Labor Statistics. Projections of the post-Vietnam economy, 1975. Washington [GPO, 1972] 34 p.

ECONOMIC POLICY

No. 9—Fellner, William John., comp. Economic policy and inflation in the sixties [by] Phillip Cagan [and others] With an introduction by William Fellner. Washington, American Enterprise Institute for Public Policy Research [1972] 267 p.

No. 10—Nikolaieff, George A., comp. Stabilizing America's economy. New York, H. W. Wilson, 1972. 256 p.

ECONOMICS

No. 11—Rappoport, Paul N. The dynamics of price and wage movements. Rev. [Columbus, Ohio State University, Division for Economic Research] 1972. 1 v.

EMPLOYEES—RATING

No. 12—Williams, Michael R. Performance appraisal in management. London, Heinemann [1972] 180 p.

EMPLOYMENT MANAGEMENT

No. 13—Chruden, Herbert J. Personnel practices of American companies in Europe [by] Herbert J. Chruden [and] Arthur W. Sherman. [New York] American Management Association [1972] 148 p.

EXECUTIVE ABILITY

No. 14—Cleveland, Harlan. The future executive; a guide for tomorrow's managers. New York, Harper & Row [1972] 144 p.

HOURS OF LABOUR—REDUCTION

No. 15—Ontario. Department of Labour. Research Branch. The compressed work week in Ontario. [Toronto] 1972. 12 p.

No. 16—The reduced work week, a presentation by: Mr. Clive Button [and others] Career Assignment Program, Course 72-2. [Ottawa? n.p.] 1972. 27 p.

INCOME

No. 17—Taussig, Michael K. Alternative measures of the distribution of economic welfare [Princeton, N.J.] princeton University, Industrial Relations Section, 1971. 1 v.

INDUSTRIAL PSYCHOLOGY

No. 18—Klein, Stuart Marc. Workers under stress; the impact of work pressure on group cohesion. Lexington, University Press of Kentucky, 1971. 123 p.

No. 19—Shepard, Jon M., comp. Organizational issues in industrial society. Englewood Cliffs, N.J., Prentice-Hall [1972] 449 p.

INDUSTRIAL RELATIONS

No. 20—Herding, Richard G. Job control and union structure; a study on plant-level industrial conflict in the United States with a comparative perspective on West Germany. [Rotterdam] Rotterdam University Press, 1972. 401 p.

No. 21—Milligan, Stephen. Industrial relations; Britain's battle for reform. [London, Economist Newspaper Ltd., 1971] 24 p.

No. 22—Woods, William Donald. The current industrial relations scene in Canada (1972). [Kingston, Ont., Industrial Relations Centre, Queen's University, 1972] 1 v.

INDUSTRIAL WORKERS OF THE WORLD

No. 23—Archer, Jules. Strikes, bombs & bullets; Big Bill Haywood and the IWW. New York, Messner [1972] 190 p.

INDUSTRY—SOCIAL ASPECTS

No. 24—Eldrige, John E. T. Sociology and industrial life. London, M. Joseph [1971] 230 p.

INSURANCE, DISABILITY

No. 25—Monroe, Stuart A. Disability, salary continuation, and the corporation buy-sell agreement. Lynbrook, N.Y., Farnsworth Pub. Co. [1971] 127 p.

JOB ANALYSIS AND SPECIFICATION

No. 26—Paterson, Thomas Thomson. Job evaluation. London, Business Books Ltd. [1972] 1 v.

LABOUR ORGANIZATION

No. 27—Harrod, Jeffrey. Trade union foreign policy; a study of British and American trade union activities in Jamaica. [1st ed. London] Macmillan [1972] 485 p.

No. 28—Robertson, N., comp. British trade unionism; selected documents [by] N. Robertson and K. I. Sams. With a foreword by George Woodcock. Oxford, Blackwell [1972] 2 v.

LABOUR UNIONS

No. 29—Garside, W. R. The Durham miners, 1919-1960. London, Allen and Unwin [1971] 544 p.

LAYOFF SYSTEMS

No. 30—U.S. Bureau of Labor Statistics. Major collective bargaining agreements; layoff, recall, and worksharing procedures. Washington, GPO, 1972. 84 p.

MANAGEMENT RIGHTS

No. 31—Baer, Walter E. Discipline and discharge under the labor agreement. [New York] American Management Association [1972] 182 p.

MARRIED WOMEN—EMPLOYMENT

No. 32—Shafner, Evelyn. When mothers work. [Santa Barbara, Cal., Pacific Press, 1972] 160 p.

NOISE

No. 33—Great Britain. Industrial Health Advisory Committee. Sub-Committee on Noise. Code of practice for reducing the exposure of employed persons to noise. London, HMSO, 1972. 33 p.

OCCUPATIONS

No. 34—Pavalko, Ronald Michael. Sociology of occupations and professions. Itasca, Ill., F. E. Peacock [1971] 234 p.

OLDER WORKERS

No. 35—Conseil régional de bien-être de Sherbrooke. Après 65 ans [par] Jocelin Arguin [et autres. Sherbrooke] 1972. 2 v.

PENSIONS

No. 36—Miller, Edward B. Pensions, profit-sharing and the Labor Board; remarks before Midwest Pension Conference, Chicago, Ill., March 15, 1972. [Washington, U.S. National Labor Relations Board, 1972] 20 p.

SICKNESS BENEFITS

No. 37—Institute of Personnel Management. Sick pay schemes. London, 1971. 100 p.

SOCIAL PROBLEMS

No. 38—Rossi, Peter H. Evaluating social programs; theory, practice, and politics, edited by Peter H. Rossi [and] Walter Williams. New York, Seminar Press, 1972. 326 p.

SOCIALISM—HISTORY

No. 39—Jarman, Thomas Leckie. Socialism in Britain; from the Industrial Revolution to the present day. London, Gollancz, 1972. 224 p.

SOCIOLOGY

No. 40—Birnbaum, Norman. Toward a critical sociology. New York, Oxford University Press, 1971. 451 p.

SOCIOLOGY, INDUSTRIAL

No. 41—Chapman, Elwood N. Your attitude is showing; a primer on human relations. Chicago, Science Research Associates [1972] 215 p.

STRIKEBREAKING

No. 42—Zwelling, Marc. The strike-breakers; the report of the Strike-breaking Committee of the Ontario Federation of Labour and the Labour Council of Metropolitan Toronto. Toronto [Ontario Federation of Labour; Labour Council of Metropolitan Toronto] 1972. 161 p.

TECHNOLOGICAL FORECASTING

No. 43—Martino, Joseph Paul. Technological forecasting for decisionmaking. New York, American Elsevier [1972] 750 p.

WAGE DETERMINATION

No. 44—Sinha, Panday Rajendra Narain. Wage determination. London, Asia Publishing House [1971] 362 p.

WAGE POLICIES

No. 45—Pohlman, Jerry E. Economics of wage and price controls. [Columbus, Ohio, Grid, inc., 1972] 210 p.

No. 46—Research Conference on Labor Relations, University of California, Los Angeles. 14th, 1971. National incomes policy and manpower problems; proceedings . . . [presented by the Institute of Industrial Relations in cooperation with University Extension, University of California, Los Angeles] Los Angeles, Institute of Industrial Relations, University of California [1972] 68 p.

WELFARE ECONOMICS

No. 47—Scitovsky, Tibor. Welfare and competition. Rev. ed. London, Allen and Unwin, 1971. 492 p.

WOMEN—EMPLOYMENT

No. 48—Dunlap, Jan. Personal and professional success for women. Englewood Cliffs, N.J., Prentice-Hall [1972] 205 p.

WOMEN—LEGAL STATUS, LAWS, ETC.

No. 49—Adelstein, Michael E., comp. Women's liberation. Edited by Michael E. Adelstein and Jean G. Pival. New York, St. Martin's Press [1972] 150 p.

No. 50—Nunes, Maxine. The lace ghetto [by] Maxine Nunes and Deanna White. Toronto, New Press, 1972. 152 p.

LABOUR STATISTICS

Principal Items	Date	Amount	Percentage Change from	
			Previous Month	Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*				
Week ended February 17, 1973		8,938	+ 0.6	+ 4.5
Employed	February	8,283	+ 1.1	+ 4.5
Agriculture	"	394	- 1.5	- 1.3
Non-agriculture	"	7,889	+ 1.2	+ 4.8
Paid workers	"	7,353	+ 1.4	+ 5.4
At work 35 hours or more	"	6,550	+ 2.4	+ 3.9
At work less than 35 hours	"	1,382	- 4.0	+ 6.4
Employed but not at work	"	351	- 1.7	+ 7.7
Unemployed	"	655	- 4.8	+ 4.5
Atlantic	"	87	-	+ 20.8
Québec	"	235	- 4.9	+ 5.4
Ontario	"	171	+ 0.6	- 7.6
Prairie	"	81	- 9.0	+ 5.2
British Columbia	"	81	- 14.7	+ 15.7
Without work and seeking work	"	606	- 4.4	+ 4.1
On temporary layoff up to 30 days	"	49	- 10.9	+ 8.9
INDUSTRIAL EMPLOYMENT (1961=100)† ..	November	132.8	- 0.5	+ 2.6
Manufacturing employment (1961=100)†	"	125.8	- 0.3	+ 2.8
IMMIGRATION	1st 6 mos. 1972	86,787	-	- 7.7
Destined to the labour force	"	42,417	-	- 10.3
STRIKES AND LOCKOUTS				
Strikes and lockouts	January	81	+ 14.1	+ 11.3
No. of workers involved	"	12,318	+ 8.8	+ 27.3
Duration in man days	"	186,830	+ 20.4	+ 39.5
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†	November	153.84	+ 0.3	+ 8.3
Average hourly earnings (mfg.)†	"	3.64	+ 0.6	+ 8.3
Average weekly hours paid†	"	40.5	- 0.5	+ 0.5
Consumer price index (1961=100)	"	142.3	+ .2	+ 5.1
Index numbers of weekly wages in 1961 dollars (1961=100)‡	"	138.3	- 0.4	+ 3.7
Total labour income (Millions of dollars)†	"	4,950.4	- 0.1	+ 11.1
INDUSTRIAL PRODUCTION†				
Total (average 1961=100)	January	203.6	-	+ 7.3
Manufacturing	"	199.7	+ 0.5	+ 7.0
Durables	"	230.4	+ 1.0	+ 7.9
Non-durables	"	175.4	-	+ 6.2
NEW RESIDENTIAL CONSTRUCTION**				
Starts	January	11,187	- 20.1	+ 18.7
Completions	"	16,030	- 1.6	+ 6.4
Under construction	"	158,219	- 3.12	+ 8.2

*Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.

†Advance data.

‡Preliminary

**Centres of 10,000 population or more.

STRIKES AND LOCKOUTS

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to 10 or more man-days. The number of workers involved includes all workers reported on strike or lockout, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

STRIKES AND LOCKOUTS, 1968-1973

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	Per Cent of Estimated Working Time
1968	559	582	223,562	5,032,730	0.32
1969	566	595	306,799	7,751,880	0.46
1970	503	542	261,706	6,539,560	0.39
1971	547	569	239,631	2,866,590	0.16
*1972	492	532	690,667	7,848,360	0.43
†1972-January	40	80	16,938	133,900	0.09
February	35	78	28,095	238,030	0.16
March	42	89	231,431	365,950	0.24
April	44	95	233,060	1,832,300	1.31
May	57	109	62,854	936,540	0.59
June	66	127	131,278	1,214,620	0.75
July	42	100	94,666	1,104,230	0.71
August	34	86	36,209	617,060	0.36
September	45	95	33,340	462,470	0.32
*October	31	78	29,501	419,520	0.27
*November	37	92	32,703	368,520	0.24
*December	19	78	11,318	155,220	0.11
*1973-January	30	89	12,318	186,830	0.12

* Preliminary. † Revised.

STRIKES AND LOCKOUTS, JANUARY, 1973, BY INDUSTRY, (PRELIMINARY)

Industry	Number Beginning During Month	In Effect During Month		
		Strikes and Lockouts	Workers Involved	Man-Days
Forestry	—	—	—	—
Mines	3	5	1,206	15,930
Manufacturing	11	40	4,487	77,130
Construction	2	11	2,648	53,130
Transportation and utilities	7	12	1,055	10,360
Trade	2	10	907	10,320
Finance	—	—	—	—
Service	3	8	1,867	19,260
Public administration	2	3	148	700
ALL INDUSTRIES	30	89	12,318	186,830

STRIKES AND LOCKOUTS, JANUARY, 1973, BY JURISDICTION (PRELIMINARY)

Jurisdiction	Number Beginning During Month	In Effect During Month		
		Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	4	10	1,282	19,040
Prince Edward Island	—	—	—	—
Nova Scotia	—	1	7	20
New Brunswick	—	2	88	1,940
Quebec	7	21	2,280	41,760
Ontario	10	23	5,131	69,290
Manitoba	—	3	84	1,850
Saskatchewan	—	3	276	3,150
Alberta	—	3	263	5,790
British Columbia	3	14	2,123	37,340
Federal	6	9	784	6,650
ALL JURISDICTIONS	30	89	12,318	186,830

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JANUARY 1973 (PRELIMINARY)

Industry			Duration in Man-Days		Starting Date	
Employer		Workers Involved	Accu- December	mulated	Termination Date	Major Issues Result
Location	Union					
MINES						
METAL						
Lornex Mining Corp., Highland Valley, B.C.	Steelworkers Loc. 7619 (AFL-CIO/CLC)	400	8,800	58,400	July 3/72 —	Hours of work—
Mines de la Madeleine, Ste Anne des Monts, Qué.	Steelworkers Loc. 7381 (AFL-CIO/CLC)	153	3,370	8,420	Nov. 13/72 —	Wages, employment policy, length of contract—
American Smelting & Refining Co., Buchans, Nfld.	Steelworkers Loc. 5457 (AFL-CIO/CLC)	250	250	250	Jan. 4 Jan. 4	Over interpretation of terms of agreement—Return of workers when issue settled.
St. Lawrence Columbium & Metals Oka, Que.	Steelworkers Loc. 7579 (AFL-CIO/CLC)	158	2,530	2,530	Jan. 10 —	Wages, security, classification—
Canex Placer Ltd., Endako Mines Div., Endako, B.C.	Steelworkers Loc. 959 (AFL-CIO/CLC)	245	980	980	Jan. 17 Jan. 23	Suspension of shovel operator— Return of workers when court injunction issued.

Manufacturing

FOOD & BEVERAGES

Dare Food (Biscuit Division) Ltd., Kitchener, Ont.	Brewery Workers Loc. 173 (AFL-CIO/CLC)	380	8,360	63,990	May 26/72 —	Wages, hours—
Bonavista Cold Storage Ltd., Bonavista, Nfld.	Food Workers Loc. 1253 (AFL-CIO/CLC)	357	9,220	55,460	June 29/72 —	Wages, hours, overtime pay, paid holidays—
McGavin Toastmaster Ltd., Weston Bakeries Ltd., Regina, Sask.	Bakery Workers Loc. 428 (AFL-CIO/CLC)	225	2,030	12,170	Oct. 25/72 Jan. 14	Wages, hours, other benefits— \$38 per wk. increase over 29- month contract; progressive re- duction in hours from 38 to 36½ per wk., other improved benefits.
Hershey Chocolate of Canada, Smiths Falls, Ont.	Retail, Whole- sale Employees Loc. 461 (AFL-CIO/CLC)	153	770	770	Jan. 25 —	Wages—

TEXTILES

Wabasso Ltd., Empire Division, Welland, Ont.	United Textile Workers Loc. 155 (AFL-CIO/CLC)	500	5,950	15,450	Dec. 1/72 Jan. 19	Wages—Maintenance workers returned on 16th, remainder on the 19th; see reverse 45¢/hr. over 3 years.
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STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JANUARY 1973 (PRELIMINARY) (CONT.)

Industry			Duration in Man-Days		Starting Date	Major Issues Result
Employer		Workers	Accu-		Termination	
Location	Union	Involved	December	mulated	Date	
WOOD						
MacMillan Bloedel Ltd., Red Band, B.C.	Woodworkers Loc. 1-217 (AFL-CIO/CLC)	190	4,180	29,640	June 19/72 —	Not reported—
Canadian Forest Products, Hunting-Merritt, B.C.	Woodworkers Loc. 1-427 (AFL-CIO/CLC)	200	4,400	17,200	Sept. 13/72 —	Protest against the suspension of fellow workers for alleged slowdown—
Northwood Pulp Saw- mill Div., Prince George, B.C.	Woodworkers Loc. 1-424 (AFL-CIO/CLC)	250	5,500	22,000	Sept. 25/72 —	Not reported—
PAPER						
Consolidated Bathurst Upper Mattawin, Cté. Berthier, Qué.	Syndicat National des Travailleurs de la Pulpe et Papier (CSN)	225	3,150	3,150	Jan. 2 Jan. 22	Wages—Not reported.
PRIMARY METALS						
Newfoundland Steel Co., St. John's, Nfld.	Steelworkers Loc. 7144 (AFL-CIO/CLC)	150	5,300	7,100	Dec. 12/72 —	Demanding the withdrawal of a warning given to an employee for refusing to work improperly assigned job—
METAL FABRICATING						
Locweld & Forge Products Ltd., Montréal, Qué.	Steelworkers Loc. 2366 (AFL-CIO/CLC)	160	3,520	28,640	July 25/72 —	Not reported—
Firestone Steel Products of Canada Ltd., London, Ont.	Auto Workers Loc. 27 (CLC)	300	2,700	2,700	Jan. 19 —	Wages, other benefits—
MACHINERY						
McKee Bros. Ltd., Elmira, Ont.	Steelworkers (AFL-CIO/CLC)	148	3,260	3,260	Jan. 2 —	Wages, length of agreement—
NON-METALLIC MINERAL PRODUCTS						
Cegelec Industries Inc., La Prairie, Qué.	Metallurgists Miners & Chem- ical Workers Fed'n. (CNTU)	170	3,740	31,280	May 10/72 —	Delayed negotiations in a new contract—
CHEMICAL PRODUCTS						
Tioxide du Canada Ltée, Tracy, Qué.	Steelworkers Loc. 3619 (AFL-CIO/CLC)	180	390	390	Jan. 29 —	Not reported—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JANUARY 1973 (PRELIMINARY) (CONT.)

Industry			Duration in Man-Days		Starting Date	Major Issues Result
Employer		Workers Involved		Accu- mulated	Termination Date	
Location	Union		December			
Construction						
Canadian Elevator Manufacturers Assoc., Province-wide, Ont.	Elevator Con- structors Loc. 90 (AFL-CIO/CLC)	1,200	26,400	124,230	Aug. 29/72 —	Protest in the lack of progress in negotiations for a national contract—
Canadian Elevator Manufacturers, Lower Mainland, B.C.	Elevator Con- structors Loc. 82 (AFL-CIO/CLC)	227	4,990	22,470	Sept. 8/72 —	Protest over lack of progress in negotiating a national con- tract—
The Canadian Elevator Manufacturers, Montréal, Québec, Qué	Elevator Con- structors Loc 89 & 101 (AFL-CIO/CLC)	600	13,200	56,400	Sept. 15/72 —	Protest over lack of progress in negotiations for a national con- tract—
The Canadian Elevator Manufacturers, Edmonton & Calgary, Alta.	Elevator Con- structors Loc. 122 & 130 (AFL-CIO/CLC)	200	4,400	16,000	Oct. 5/72 —	Wages, fringe benefits, union jurisdiction—
Canadian Comstock, Fraser Brace, G.M. Gest & Fischbach Bedard, Labrador City, Nfld.	Carpenters Loc. 1523 and I.B.E.W. Loc. 2330 (AFL-CIO/CLC)	255	510	510	Jan. 12 Jan. 15	Wages, working conditions—50¢ an hr. increase; time and one- half after 8-hr. day and 40-hr. week.
Transportation and Utilities						
TRANSPORTATION						
*Nordair Ltd. of Montreal, Quebec, Ontario and Northwest Territories.	Machinists Loc. 2309 (AFL-CIO/CLC)	240	3,430	11,110	Nov. 14/72 Jan. 21	Wages, job security, other im- provements—Not reported
Sandwich, Windsor, and Amherstburg Railway, Windsor Area, Ont.	Transit Union Loc. 616 (AFL-CIO/CLC)	184	2,890	4,220	Dec. 22/72 —	Wages—
*Wardair Canada Ltd., Edmonton, Calgary, Vancouver & Toronto	Canadian Air Line Flight Attendants' Association (CLC)	102	1,240	1,240	Jan. 12 —	Wages, hours—
COMMUNICATION						
*Post Office Depart- ment, Toronto, Ont.	Canadian Union of Pos- tal Workers (CLC)	100	300	300	Jan. 17 Jan. 19	Job classification—Return of postal workers.
*Post Office Dept., Peterborough, Ont.	Canadian Union of Postal Workers	150	150	150	Jan. 29 Jan. 30	Transportation to and from Post Office—Not reported.

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JANUARY 1973 (PRELIMINARY) (CONCL'D.)

Industry			Duration in Man-Days		Starting Date	
Employer		Workers Involved	December	Accu- mulated	Termination Date	Major Issues Result
Location	Union					
Trade						
Great Atlantic & Pacific Tea Co. Ltd., Metro Toronto, Ont.	Retail, Whole- sale Employees Loc. 414 (AFL-CIO/CLC)	225	2,930	10,360	Nov. 12/72 Jan. 19	Wages, seniority, job postings & job security—Not reported.
Benjamin News Co. Ltd., Montréal, Qué.	Teamsters Loc. 931 (Ind.)	155	3,410	4,500	Dec. 2/72 —	Not reported—
Ford Motor Co. of Canada Ltd., Bramalea, Ont.	Auto Workers Loc. 584 (CLC)	350	180	180	Jan. 11 Jan. 11	Dispute between union official and a security guard—Return of workers pending discussions.
Service						
EDUCATION						
Various school boards, Windsor, Timmins and Essex County, Ont.	Ontario Secondary School Teachers' Federation	1,240	10,420	10,420	Jan. 3 Jan. 22	Wages, job security—Not reported.
Greater Victoria School Board, (School District 61) Victoria area, B.C.	Public Employees Loc. 382 (CLC)	521	521	6,770	Jan. 12 —	Equal pay for women doing equal work—
Public Administration						
LOCAL ADMINISTRATION						
City of St. John's, St. John's, Nfld.	Public Employees Loc. 1289 (CLC)	100	50	50	Jan. 9 Jan. 9	Protesting use of non-union employees—Return of workers when dispute settled.

*Federal Jurisdiction

CANADA DEPARTMENT OF LABOUR PUBLICATIONS

Industrial Relations Research in Canada (annual). An inventory of industrial relations research undertaken by the Department, other government departments, academic institutions and private individuals. Free. Cat. No. L2-29/1971.

ECONOMICS AND RESEARCH BRANCH

Labour Organizations in Canada (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications and the geographic distribution of their local branches in Canada. (Bilingual). Price \$1.50. Cat. No. L2-2/1971.

Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts show strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 75 cents. Cat. No. L2-1/1971.

Wage Rates, Salaries and Hours of Labour, 1971. An annual report published in loose-leaf form and followed later by a paperback volume contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in major communities and most industries. First-year service, including attractive binder with index tabs and paperback volume, \$10.00; service without indexed binder, \$7.50; individual tables, free from Surveys Division. Paperback volume, \$3.00 (Bilingual). Cat. No. L2-554

Working Conditions in Canadian Industry, 1971. (Bilingual). Price \$2.00. Cat. No. L2-15/1971

Termination of the Appropriate Bargaining Unit by Labour Relations Boards in Canada, by Edward L. Herman, 1966. Occasional Paper No. 5. Price \$1.50. Cat. No. L2-26/5

Wages in Canada and the United States: an Analytical Comparison, by Ian A. Porter and others. Occasional Paper No. 6. Price \$1.75. Cat. No. L2-26/6

Population Growth in Canada, 1921-1967, by J. K. Eaton and K. Ashagrie, 1971. (English or French). \$2.50. Cat. No. L41-970.

WOMEN'S BUREAU

Working Mothers and Their Child-Care Arrangements. A statistical study of the number of working mothers, their work patterns, earnings and occupations; the number and ages of the children of working mothers; and the child-care arrangements of working mothers by their work patterns, occupations and earnings. 1970. (English or French). Free.

Women's Bureau '72. Papers dealing with union responsibility for equal opportunity for women; occupational segregation in the health professions; past setbacks in achieving equality; the double jeopardy of socially disadvantaged women. And two communications with the Press. (Bilingual). Free

Women's Bureau '69; Women's Bureau '70 and '71. Three publications each presenting three papers. The papers deal with the status of women in the labour force and in society, and with various problems encountered by working women. (Bilingual). Free.

Women in the Labour Force, 1971, Facts and Figures. (Bilingual). Free.

International Instruments and Canadian Federal and Provincial Legislation Relating to the Status of Women in Employment. (Bilingual). Free.

LEGISLATIVE RESEARCH BRANCH

Labour Relations Legislation in Canada. A comparative study of the federal and provincial Labour Relations Acts in Canada as they existed at the end of 1968. (A separate reprint, published yearly, updating material in this publication, is available free on request). Price \$3.50. Cat. No. L34-2069

Labour Standards in Canada. Sets out standards in effect under federal and provincial labour laws regarding child labour, minimum wages, equal pay for equal work, hours of work, weekly rest day, annual vacations with pay, public holidays, fair employment practices, notice of termination of employment, maternity protection (new section) and workmen's compensation. (English or French). Price \$1.00. Cat. No. L2-7/1971

Workmen's Compensation in Canada. Deals with compensation for employment injury, the basic principles underlying the system, and coverage of the provincial Acts as of December 31, 1967. (Information on changes in workmen's compensation laws is published yearly and is available free on request). 1969. (English or French). Price \$1.00. Cat. No. L34-1969

ACCIDENT PREVENTION AND COMPENSATION BRANCH

Safety Perspective Sécurité. Periodical designed to assist employers and employees in upgrading accident prevention programs. (Bilingual). Free. Cat. No. L36-2072

Canada Occupational Safety Manual. Intended as a guide to persons charged with developing and maintaining an accident prevention program. 1. Planning for Safety. 2. Employment Safety Audit Guide. 3. Accident Investigating and Reporting. (English or French). 50 cents each.

Bibliography, Occupational Safety and Health. Lists some 500 selected holdings of Technical Library. Accident Prevention Division, 1971. Free.

Make cheque or post office money order payable to the Receiver General of Canada. Mail it to Information Canada, Ottawa. Publications marked "Free" may be ordered from the Publications Division, Canada Department of Labour

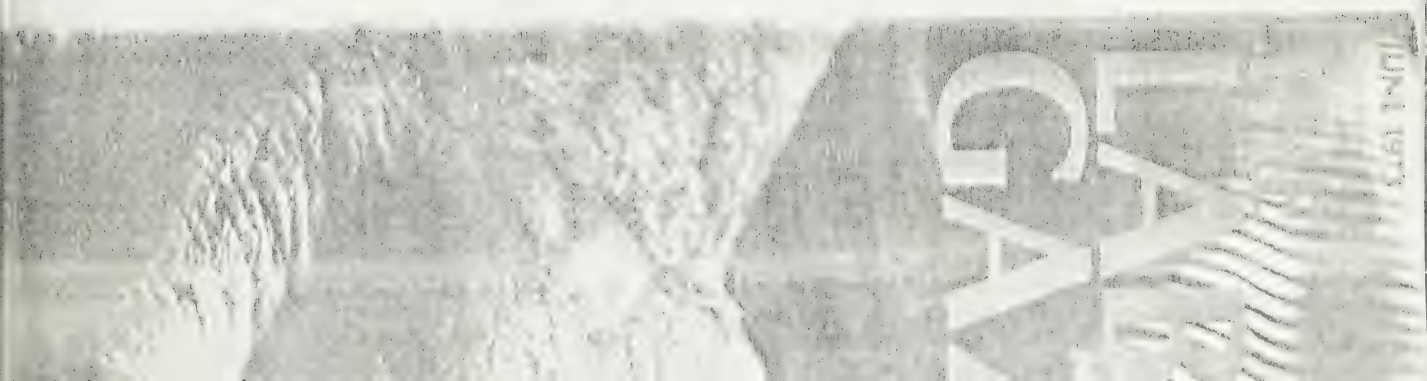
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THE LABOUR GAZETTE



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"The main reasons for the inadequacies in pension coverage in Canada can be traced to the failure or reluctance of the unions, up to now, to make pension improvements a priority bargaining issue." See: The Case for Co-Management of Employee Pension Funds, by Ed Finn.



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NEWS BRIEFS

■ The **retirement of Leslie Barnes** as Executive Director of the **Professional Institute** of the Public Service of Canada has been announced. Barnes is a past president of the Institute and has been Executive Director since 1965. His retirement will coincide with the anticipated abolition of the office of executive director through implementation of the McGill Report, "The Professional Employee in the Public Service of Canada."

■ A new **Public Works Fair Employment Act, which will make only unionized companies eligible for public works contracts**, has been introduced in the British Columbia Legislature by Labour Minister Bill King.

Put forward at the same time was an amendment that will make a company director or officer personally **responsible for up to two months of unpaid wages for each employee, even if the corporation declares bankruptcy**. Outside the House, the Minister explained that the amendments to the Act are aimed mainly at bankrupt companies, particularly small subcontractors in the construction industry.

The Act will replace the Public Works Fair Wages Conditions of Employment Act, which gave the Labour Minister power to set the wages and terms of employment for government contracts. These will now be decided by collective bargaining.

Under the new Act, the Government will retain the right—once it is proved that employees have not been paid—to withhold enough of the contract to pay the employees. Companies on government contracts will have to continue submitting a list, and any necessary supporting documents, showing the number of employees and wages paid. In addition, companies will file documents "respecting the profit and loss and the production and operating costs of the industry, business trade or occupation connected with the government contract."

The new Act will also give investigators from the Department of Labour the power of commissioners under the Public Inquiries Act when investigating the information filed by companies.

The federal Department of National Health and Welfare and the Province of Manitoba have agreed to work together on an experimental guaranteed annual income project. The project will be the first major Canadian social experiment in this field.

will involve a limited number of Winnipeg residents plus a Manitoba community, and although it will be operated by the Province, the federal Government will pay 75 per cent of the cost and participate in research.

Under the project, the Government of Manitoba will undertake to provide an individual with a certain amount of money annually. If he cannot make that income through employment, welfare, or unemployment insurance, the Government will make up the difference.

A major concern is whether a guaranteed income will deprive an individual of the incentive to work. The Manitoba project will study this question, as well as how these programs can be efficiently and fairly administered.

Four such projects were, or still are, being conducted in the United States, but there has been no definitive word on their effectiveness as yet. The Manitoba project is scheduled for launching during 1973, and will last for at least three years.

A food prices review board has been established by the federal Government, Consumer and Corporate Affairs Minister Gray announced recently, adding that he hopes to release the names of board Commissioners in a few weeks.

His statement followed the tabling of The Interim Report of the Special Commons Committee on Food Prices. The report had advocated a "watchdog" food prices review board with power to investigate "specific areas of the industry where quick action can and must be taken." The report, a majority statement of the 25-member all-party committee, had been roundly criticized by the 10 Conservative members of the committee, who wanted a 90-day freeze on all prices and incomes except food "at the farm gate."

The new board will be established under existing legislation, the Inquiries Act, and its commissioners will have the power to summon witnesses, examine documents and engage staff to carry out special inquiries into the causes of food price increases. The board will also prepare quarterly reviews of food price trends.

■ **"Full collective bargaining should be the basis for determining salaries, wages, and working conditions in the public service of British Columbia."** This was the first recommendation made in a report of the Commission of Inquiry into Employer-Employee Relations in the Public Service of British Columbia, chaired by R. D. Higgins. **A bill to extend full bargaining rights, based on the report, was introduced in the B.C. legislature this spring and will be reintroduced during the fall session.**

The report, titled "Making Bargaining Work in British Columbia's Public Service," called for enactment of a public service labour relations act to govern employer-employee affairs, with the public service represented by a single collective bargaining unit, and the Government by Treasury Board. This provision is included in the proposed bill. The Inquiry further recommended that the act should outline the Government's commitment to the collective bargaining system as "the most appropriate method of determining wages and working conditions in the public service."

Also proposed in the 62-recommendation report was a two-tier system of negotiations consisting of a "master agreement" to cover conditions of employment common to all members of the bargaining unit, and "component agreements" covering issues specific to an occupational group. A proposed public service adjudication board would, at the request of both parties, appoint a mediator to assist the parties in reaching an agreement. The board would comprise a chairman, plus one representative each for employer and employees. These recommendations are incorporated in the terms of the proposed bill.

■ **The rising cost of industrial accidents is becoming intolerable in an environment where cost pressures "rush at management like a pincer movement,"** according to R. F. Bennett, President of the Ford Motor Company of Canada. Addressing the annual conference of the Industrial Accident Prevention Association, in Toronto, Bennett noted a direct relationship between working environment and quality in both attitude and product.

"I do not have to remind you that accident prevention is an integral factor in that environment," he said. "Nor do I have to remind you that the consumer of today is no longer prepared to tolerate substandard goods and services that reflect substandard working conditions."

The cost of compensable injuries last year in manufacturing and retail industries served by the IAPA exceeded \$67,000,000—20 per cent higher than the 1971 figure, even though the number of injuries dropped by 10 per cent.

Hugh M. Douglas, Senior Co-ordinator of Accident Prevention for Imperial Oil, said that "we become more concerned about such things as the cost of space programs and the loss of working hours through strikes than we do about the colossal waste of money and people through accidents."

Every year in North America, he said, more than 120,000 people are killed, 12,000,000 are temporarily disabled, and more than \$30 billion wasted through so-called "accidents." He suggested that the involvement of all employees in decision-making was the best way to establish safety practices.

■ **Ninety-one per cent of post-secondary students who sought summer work in 1972 succeeded in finding a job for at least part of the summer,** according to a survey conducted by the Department of Manpower and Immigration. Employed post-secondary students held jobs for an average of 12 weeks and their earnings averaged \$1,125 compared with \$1,020 in 1971. Savings from summer earnings averaged \$595, up from \$535 in 1971.

Average earnings for male students rose from \$1,170 in 1971 to \$1,295 in 1972, while those for female students rose from \$700 to \$780. Male students had more success in finding summer work than female students. Only seven per cent of male post-secondary students were unable to find work, compared with 12 per cent of female students.

Unemployment was lowest in Prince Edward Island (three per cent), Manitoba (four per cent), and Alberta (four per cent). Québec's post-secondary student unemployment rate of 16 per cent and Newfoundland's of 14 per cent were the highest across Canada.

The survey was conducted by Manpower and Immigration in cooperation with Canadian universities and community colleges. Twenty thousand students at 64 universities and community colleges took part in the survey.

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■ **Canada's education system** has been accused of failing to provide newcomers into the workforce with an adequate understanding of the trade union movement. The charge was made by David Archer, President of the Ontario Federation of Labour, at an OFL conference on the methods and techniques of talking to students.

Archer complained that students entering the world of work do not have any information concerning industrial relations. He said also that there is no adequate textbook in the school system to deal with the development and role of the trade union movement and the collective bargaining process.

The Canadian Chamber of Commerce claims that "how business operates" is being taught to Canadian students. **The Chamber and other associations have been actively interested in teaching the business system" in schools, with the intention of developing more understanding of business and how it serves the public interest.**

The Chamber is endeavouring to engage a consultant to hold exploratory talks with all provincial governments and provincial chambers of Commerce to learn how economics is being taught in each province, and to assess the value of current or proposed activities of provincial departments of education.

■ **A \$15,900,000 program to create employment and improve incomes in rural Newfoundland** has been undertaken by the federal Department of Regional Economic Expansion in collaboration with the province. The program, to run until March 31, 1977, is aimed at promoting growth in the agricultural industry, as well as improving the agricultural skills of farm operators and increasing the volume and value of agricultural production.

The program comprises five major activities: land consolidation; capital assistance to farm operators; human resource development; marketing; and farming support activities. Responsibility for implementing the program lies with Newfoundland, and the cost will be shared equally between the two governments. The project is financed under the ARDA III Agreement, signed by the federal and provincial governments on May 28, 1971.

■ **Agreement to establish a seven-man panel to deal with jurisdictional disputes between craft and industrial unions** was reached by building trades and industrial union representatives at an Ottawa conference in April.

The inter-union agreement is a major step toward elimination of costly delays in the construction industry arising out of disputes between building trades and industrial unions.

Disputes that cannot be settled at the local level will be submitted to the seven-man panel comprising three representatives from industrial unions, three from craft organizations, and a chairman appointed by the Canadian Labour Congress. If the panel cannot reach an agreement, or if there is failure to comply with its decision, it will report to the Executive Council of the CLC. The agreement will be in force for three years, unless either group serves notice that it wants the pact amended or terminated.

Industrial unions are organized on the principle of including all workers from industry, regardless of their craft; they operate traditionally in the primary and manufacturing industries. Building trades, on the other hand, are unions whose members follow some specific craft or skill—electricians, carpenters or plumbers. The friction between them was caused by overlapping jurisdictions.

The negotiations preceding the agreement were conducted within a framework established by the Canadian Labour Congress, and were held intermittently since April 1969.

■ **Controls on the power of organized labour, and an end to its privileged position**—"a position that adds to industrial strife, to the cost of producing goods and services, and contributes to inflation"—have been called for by Daniel Sprague, immediate past president of the Canadian Manufacturers' Association.

Speaking to the Peterborough branch of the CMA in April, Sprague advocated a four-point program of labour law reform that would, he explained, strike a new balance between government, management and labour, and counteract an economically crippling trend toward union monopoly.

He outlined his program as follows: **"The freedom to join a union must be balanced by an equal freedom not to join. In other words, the closed shop must be outlawed.**

"Offences under labour relations acts must be handled in the same manner as offences under any other act, without special favours or immunities. There must be automatic prosecution of all offences carrying a criminal penalty, including those arising out of mass picketing.

"Labour relations acts must recognize that the only purpose of free collective bargaining is to achieve some reasonable relationship to the marketplace value of the services. To ensure this result, any of the following actions must be considered as bad-faith bargaining: property damage; intimidation; injury to persons; attempts to establish a monopoly by denying the other party's right to seek alternatives.

"I emphasize that, unless there are alternatives, there is no bargaining in any real sense of the word. Our present laws, and the lack of enforcement of those laws, have permitted unions to adopt an attitude of pay up or close down. This has to change. Unions and their agents must be held legally accountable for their actions. They should be able to sue and be sued in the same way as the companies with which they deal."

Sprague contended that his program would contribute to better labour-management relations, and would be "equally fundamental to any total effort to keep inflationary pressures within acceptable limits."

He criticized the tendency of government spending to outrun the annual increase in Canada's Gross National Product, and declared that "we must also see to it that wage and salary increases are kept within realistic bounds and that they bear some relation to productivity improvement. I am not suggesting that governments should legislate lower wage rates, but I do say that governments must recognize that unions tend to exercise monopoly powers over labour supply, and this is one of the reasons we are faced with the problem of high unemployment, along with rising prices."

Implementation of his law reform proposals would not interfere with union powers essential to their proper functioning within a democratic society, Sprague said.

He called for the acceptance of four other bargaining principles by all elements in the industrial relations community:

(1) No union should be given sole and exclusive bargaining rights unless a clear majority of the employees in the unit has voted in favour, by a secret ballot.

(2) The taking of a strike vote prior to the start of negotiations, or prior to conciliation efforts being exhausted, should be regarded as evidence of bad faith.

(3) Freely negotiated bargaining between management and labour should be binding on both sides and should not be broken during the lifetime of the agreement for any reason.

(4) Speedy, effective and impartial grievance and adjudication procedures should be available to all who work in the public service and they should take the place of the present license to strike in the public sector of the economy.

"It is ridiculous that we cannot find less wasteful and destructive means of resolving differences than strike action," continued Sprague. Canadians are becoming impatient "with prolonged and wasteful strikes in the private sector, and they give every sign of believing that those who choose to work in the public sector should not be permitted to strike.

"The ball is with those who legislate in Ottawa and the provincial capitals. It is for them to run with it, and for the rest of us, by our representations, to see that they do."

INTERNATIONAL ROUNDUP

■ The United Steelworkers of America and major United States steel companies have agreed to an experimental negotiating scheme aimed at averting industry-wide strikes and lockouts, and government intervention on secondary issues. The agreement will affect some 400,000 Steelworkers—about half the total U.S. membership.

The terms of the agreement commit unions and steel companies to use voluntary arbitration in disputes over basic issues, such as wages, that have not been settled by April 16, 1974. Negotiations on 1974 industry contract are scheduled to begin February 1, 1974. The right to strike over local issues will be retained by individual plants.

The agreement sets minimum yearly wage increases at 3 per cent, plus a fixed sum to allow for rises in the cost of living. The companies have also agreed to pay each Steelworkers member \$50 when the 1974 contract is signed "for consideration of the contribution made . . . to the stability of steel operations."

Impetus for the experiment came mainly from large-scale layoffs following a 1971 industry-wide strike

threat, when steel companies stockpiled supplies, and steel users purchased from foreign producers to guarantee their requirements. The result was a decreased production of U.S. steel after the contract was settled, causing the layoff of about 100,000 steelworkers. The parties to the experiment are hoping that the agreement will prevent repetition of such economic upsets by removing the threat of any large-scale stop in steel production.

■ President Nixon's Advisory Committee on Labour-Management Policy has been abolished and a new National Commission for Industrial Peace has been set up. The Commission's role is to explore methods by which labour and management may best reconcile their differences in a manner consistent with the public interest.

The new federal body will also study how the Government may be most helpful in achieving this goal, and will make recommendations to the President. Other activities will include setting up additional labour-management advisory panels to provide the Commission with expertise on

specific sectors of the economy, and to develop programs in these sectors. The Departments of Labor and Commerce, and the Cost of Living Council will also provide the Commission with technical assistance and other forms of support.

■ Workers in the printing industry in Germany won an 11 per cent pay increase in April, after a one-day strike that left millions of Germans without newspapers. Negotiations on their union's 13 per cent wage claim had broken down because employers refused to go beyond 9 per cent.

The determination to hold out for a larger settlement was strengthened by the publication of the cost of living index for March, which was nearly 7 per cent higher than a year ago—a staggering rise by German standards.

"The importance of the printers' award goes well beyond the newspaper industry," commented **The Economist**. "The chemical, textile and insurance workers, who are also in the middle of their annual wage round, will almost certainly insist on what the printers got."



The Economist believes this "could increase the discontent among the engineering workers and the public servants, who settled last winter for what then seemed to be the going rate of 8.5 per cent, but who now feel that they may have been too public-spirited." If the engineering workers (numbering about 4,000,000) do get something extra, "Germany can wave good-bye to single-figure settlements," **The Economist** concluded.

■ **Airline pilots get tired and fall asleep on duty, not because they are overworked, but because many of them are insuring against early retirement by moonlighting in their off-duty hours, according to a recent article in **The Economist**.**

"It is a worldwide problem that airlines have never discovered how to control," the magazine observed. But there is no denying the need for such control. According to a British pilots' memorandum, leaked to the press in April, fatigue accounted for 300 deaths on British aircraft since 1966. The pilots "must expect to get this thrown back at them," said **The Economist**.

"Fatigue is a real and recognized danger," the report continued, "but there are reasons for thinking that the present rest periods between flights are, if anything, too long, leaving crews with time on their hands to kill before they report for duty again; and unless they are to live like cabbages, the edge will have been taken off their energy well before they reach the airport.

"Something like the work-sleep pattern of ordinary mortals, allowing no time off until the equivalent of the conventional weekend is medically preferable to the present 24-hour break," **The Economist** suggested. "But so is some control on pilots' second jobs."

■ **A recent three-week strike by Renault employees at the company's Billancourt plant, just outside Paris, spotlighted a number of problems currently plaguing French industry.** Immigrant labour, which makes up more than 14 per cent of France's working population, is one of them. Another is satisfying the demands of unskilled workers, one of whose principal grievances, in addition to inequities in pay, is frustration over the conventional assembly line.

he strike began March 20, when 73 workers on hydraulic presses loaned tools and demanded equal pay for work of equal value. More than 75 per cent of the strikers were immigrants, and all were graded as unskilled workers. They are asking for the same pay and the same grade as other assembly line employees who occupy the slightly higher and better paid position of "ouvrier professionnel de fabrication au premier échelon (PIF)" which Renault created recently as a stepping stone between unskilled and skilled workers.

The company offers its unskilled employees a "risk" payment that would give the strikers almost the same wage as their PIF colleagues, but not the title. This provision was considered fair by the unions, but the largely unorganized strikers thought otherwise. After long negotiations, however, they finally accepted.

There is general sympathy with the "equal pay for equal work" demand of these immigrant workers, who are France's principal source of labour for unskilled assembly-line jobs. **Prime Minister Pierre Messmer's Government** is aware that France, despite its wealth and its industrial progress, is marked by great social inequality, and it **has announced a new set of social reforms, including a 19 per cent rise in the minimum wage to nearly \$198, effective July 1973.**

But even at Renault, which has been something of a testing ground for liberal measures like earlier retirement, complaints have centred less on the usual demands for higher wages and more on the boredom of work.

■ **"Young persons dissatisfied with their jobs pose a growing threat to U.S. industrial output,"** according to a recent Gallup poll. The latter indicated that 77 per cent of U.S. workers are satisfied with their jobs, compared with 87 per cent in 1969—a peak year—and 84 per cent between December 1971 and January 1972. Gallup concluded that although "worker morale is not on the verge of collapse . . . it is true that there is a **greater degree of discontent today** than we have found for a number of years—particularly among young persons."

■ **A select committee has been set up by the British House of Commons to investigate the policies and practices of British firms in South Africa.** The announcement follows allegations by **The Guardian** that British companies are making high returns on their investments but paying their black workers less than subsistence wages.

The British newspaper claimed that **a confidential study of blacks' wages was suppressed**, because the latter "reflected so badly on the firms."

The study, commissioned by the South African Productivity and Wage Association, (an employers' group) for the United Kingdom-South Africa Trade Association, was conducted in July, 1972. In March 1973, (following publication of **The Guardian's** report) the UK-SATA "issued a belated and defensive statement intended to show how it is pushing its members to pay at least subsistence wages to blacks employed by their South African subsidiaries," according to **The Economist.**

And, in South Africa, in the wake of three months of wildcat strikes,

the Government announced recently that it was preparing **legislation designed to involve blacks more directly in labour negotiations**; it has indicated also that the gap between black and white wages will be narrowed in the public sector. In London, the House of Commons has asked British firms with South African subsidiaries to exercise a greater sense of moral and financial responsibility. This pressure has led to a number of companies doubling the wages of their black employees.

■ **More than 250,000 Danish strikers returned to work on April 11, ending Denmark's biggest labour conflict since 1936.** The compromise agreement, reached after three weeks of strikes, offered nearly 1,000,000 workers a 7.5 per cent increase in pay and benefits over the next two years. The price for 24 months of labour peace has been estimated at \$175,000,000. The agreement includes equal pay for men and women, and a shortening of the workweek to 40 hours from 41.75 by December 1974.

It is interesting to note that Denmark is the birthplace of collective bargaining and has a long history of industrial peace. The first collective agreement between trade unions and employers dates back to 1899.

When Danish unions and employers disagree, they are required by law to submit their differences to the Official Arbitrator, a senior civil servant with powers to enforce up to three cooling-off periods of 14 days each while he tries to get a compromise. The parties are free to reject his proposals, but the Government has the right to prohibit a strike and impose a settlement.

Both strikes and lockouts are recognized by Danish law, but adequate warning must be given. Fourteen days is the minimum notice.



50 YEARS AGO

■ Formal education for adults was still a new concept fifty years ago, as was compulsory education for adolescents. Consequently, education was a frequent topic in the June 1923 issue of *The Labour Gazette*.

An acute shortage of bricklayers, plasterers and painters in Canada and the United States forced employers and labour organizations to the conclusion that something had to be done immediately to encourage boys to enter those trades and to provide means for the thorough training of apprentices. A bricklaying class was

opened at the Toronto Central Technical School, and other schools across Canada were contemplating the operation of special apprentice classes for boys entering the building trades.

In 1918, a joint educational committee of the pulp and paper industry in the United States and Canada undertook the preparation of a complete textbook for workers in the industry. Three volumes had already been issued and the

last two were to be in circulation by the end of that year. The books were written in simple, non-technical language for use in home study or special classes conducted in schools or mills.

The Adolescent School Attendance Act was to have taken effect in September 1923; it was deferred to September 1925. The Act had become law at the legislative session of 1919, and sections requiring the school attendance of adolescents between 14 and 16 years for an aggregate of at least 40

hours each year, with certain exceptions, took effect in September 1921. The section requiring every urban municipality with a population of 5,000 or over to establish and maintain part-time courses of instruction for adolescents between 14 and 18 years of age, took effect in September 1922.

The Commission on Uniformity of Labour Laws recommended that no boy or girl under 14 years of age shall be employed in an industrial establishment." Provincially, the ages for juvenile employment were: Nova Scotia—14 for boys and girls, with special permission for younger children for employment during fruit preserving; New Brunswick—no age limit specified; Québec—14, with educational test up to 16; Ontario—14, but school attendance, full or part-time was required up to 16; Manitoba—14 for boys, 15 for girls; Saskatchewan—14 for boys, 15 for girls; Alberta—15; British Columbia—14 for boys, 15 for girls (special permits for younger children in fruit and vegetable industry during season). Nova Scotia, New Brunswick, Québec and Manitoba also required birth certificates for employees under 16. Physical examinations were sometimes ordered in Québec as well.

The Women's Educational Federation of Ontario held a conference towards the end of May. A Kingston firm was employing young boys in an effort to defeat the Ontario Minimum Wage, and a resolution was adopted at the conference requesting the provincial government to include boys within the scope of the Act. A resolution was also adopted calling upon the Provincial Department of Education to include proportional representation as a branch of simple mathematics in the curriculum of Ontario schools.

In order to assist the provinces in their efforts to develop adequate training systems for industrial workers, the Dominion Parliament, in 1919, passed the Technical Education Act, setting aside ten million dollars to be expended over a period of ten years.

Since training schools for the professions, including teaching, engineering, and nursing, had already been provided by provincial colleges and universities, and special assistance was being given by the Dominion Government to agricultural education, it was agreed to confine grants under the Technical Education Act to vocational education of less than college grade, to fit young people for useful employment in skilled industrial occupations other than agriculture. A list of 13 courses were eligible for grants under the Act. They included, adult evening classes, designed for persons employed during the day to fit them for advancement in their occupations or to train them for other occupations; foremen training courses—organized by training in industry or school for the purpose of improving the efficiency of foremen or for training competent workmen for the position of foreman; and home economics or homemaking courses of secondary grade of at least two years' duration, the purpose of which was to fit a girl for the duties and responsibilities of homemaking.

THE CASE FOR CO-MANAGEMENT OF EMPLOYEE PENSION FUNDS

BY ED FINN

To argue that labour should share in managing pension funds is considered almost revolutionary, not only in company boardrooms, but in many union headquarters as well. The "divine right" of employers to control the administration of private pension funds is only now beginning to be seriously questioned in Canada. It is a challenge that is long overdue.

It would not be revolutionary even to argue that the management of pension plans should be taken out of the hands of employers altogether. If pension monies are looked upon as part of the workers' compensation package—as a form of "deferred wages"—then a union representing the workers covered by pension plans could quite legitimately demand that the plan come under the exclusive control of the

union. **For, once put into the pension fund, the contributions made by a company on its employees' behalf, cease to be the company's money.** It becomes the employees' money at the time they earn it—not at the time they receive it. So if a company retains any "right" to continuing control of pension funds, it is strictly on the sufferance of the employees and their unions.

Despite its validity, however, this is an extreme view, held as yet by only a few labour Utopians. More acceptable—and more attainable at this stage—is the moderate position that employees, through their unions, should have at least an equal voice in the management of their own pension funds. If that modest advance could be made in the handling of the majority of the 20,000 private pension plans in Canada, it would be a giant step forward. At present relatively few such plans—no more than 500 at most—are subject to negotiation with a union, and all but a handful of those deal exclusively with the improvement of benefits, leaving the management of the funds entirely in company hands.

What is wrong with leaving pension funds to be administered solely by employers? Can't they be trusted to manage the funds in the best interests of their employees? The answer is an unequivocal "No." As Jack McArthur, Financial Editor of **The Toronto Star**, charged in his newspaper column, "Too many private pension plans are a mess of unethical conduct, unsafe investment and unfairly treated employees." The same conclusion was reached by Douglas Fullerton, a former investment advisor, financial consultant and columnist, now Chairman of the National Capital Commission, in a series of articles he wrote a few years ago. (He can hardly be accused of undue pro-labour bias!) Here are his views:



"Many pension funds are run by company executives lacking professional investment experience. Conflicts of interest abound. **Many firms use the buying power of their pension fund to strengthen their business connections; governments use theirs as a convenient dumping place for their bond issues.** Few pension funds ever expose their income record to public (or even employee) view, or apply the most elementary performance tests. Bad management thus is able to conceal its mistakes, hindering corrective action . . .

Although token employee membership on the board of trustees is a step toward democracy, the employees or their unions will need to have access to outside professional help. The right to retain advisors and actuaries equipped to challenge investment performance or actuarial assumptions and calculations must therefore be high on the list of employee priority demands.

"Improving investment performance, however, will mean little unless some mechanism is established for translating increased yield into higher benefits for retired employees. Most corporate funds are now set up so that better performance simply allows the company to reduce its own contribution (sometimes almost to zero, with a little juggling around of the actuarial assumptions).

"In other words, **companies tend to regard the management of the pension fund as just another part of their business operations, with all benefits accruing to the company and none to the employees—**however large the employees' own stake in the fund. This is a pernicious and paternalistic approach, and is perhaps the strongest of all reasons why employees should have a say in pension fund management. The fund must be treated as a trust, with employees sharing in improved performance. The company obligation can no longer simply be that of undertaking to meet contractual, set payments to retired employees."

Fullerton's criticism of pension fund administration by companies and governments was inspired in part by the revelation at that time that **the pension funds of Toronto and Montreal policemen were being put mainly into low-yield municipal bonds earning no more than 4 per cent interest—**being used, in other words, to subsidize these municipalities **instead of being invested in high-yield stocks and mortgages to earn the best possible benefits for the police pensioners.**



Douglas Fullerton

Statistics on trustee pension plans compiled by Statistics Canada show that, over the past decade, these funds have averaged a cash income of only 5 per cent a year. In 1970 the managers of trustee pension funds did a lot of trading in securities. On those securities that were sold at a loss, they lost \$99,000,000. On those securities that were sold at a gain, they gained \$15,000,000 for a net loss to the funds assets of \$84,000,000. During the 11-year period between 1960 and 1970, their trading resulted in a net loss of \$8,000,000. This doesn't take into account unrealized gains, which may have been substantial; but the figures suffice to show that many pension funds have been used as a handy dumping ground for the bonds of corporations at an annual return to the worker-contributors over the past 12 years of an average of about 5 per cent. It is not unreasonable to suggest that, had the welfare of the pensioners been uppermost in determining pension fund investments, this rate of return could have been substantially improved.

But the employees' interests will never be a priority in pension plan administration as long as the unions maintain what amounts to a "hands-off" policy on this issue. The federal and provincial governments, of course, could enact more effective legislation to protect pension plan contributors; but there seems to be

no inclination in our legislatures to go beyond the anemic and inadequate pension benefit standards regulations that now exist federally and in four of the 10 provinces. In any case, the improvement of pension fund management, insofar as expertise and judgment are concerned, is not controllable by legislation alone. Good managers can't be created by law.

Canadian unions have been derelict in failing to push for joint-control status in the management of pension funds. Certainly most companies with pension plans covering workers represented by unions have been pleasantly surprised that a strong union push on pensions hasn't materialized before this. Management consulting firms have been predicting every year since the early 1960s that a concerted drive by unions for pension fund co-management was imminent.

The most recent prediction, by the Toronto firm of Towers, Perrin, Forster and Crosby, Limited, is that average fringe benefit costs to Canadian employers, now at about 29 per cent of average gross payrolls, will rise to at least 37 per cent by 1980, largely because of negotiated improvements in pensions. The Toronto consultants foresee rising union pressure to make pension plans non-contributory—that is, to have them fully financed by employers—and to lower retirement age from 65 to 60 with no reduction in pensions, and also to tie pension benefit increases to the rise in the cost of living.

It is to be hoped that this prediction, unlike so many in the past, is borne out by events; but as much as I dislike to undermine the forecasts of management consultants, I must confess that I see no such trend developing. **Most unions, unfortunately, still shy away from a greater involvement in pension plan administration**—or even from placing pension improvements near the top of their bargaining agenda.

Basically, **there are three reasons for this timidity.** First, **most union officers tend to be overawed by pension plan complexities**, and are content to leave such abstruse financial matters to the company's hired experts. Second, **most union leaders don't want to accept the added responsibility that pension negotiations entail.** They have trouble enough, they believe, in satisfying their members' expectations on the bread-and-butter issues of wages, vacations and other major fringe benefits, without taking on the

burden of pension fund performance as well. The narrower the scope of the negotiations, in short, the less chance of having a proposed settlement package turned down by the rank and file. Third, **there is the conflict of interest that pension improvements generate among union members.** Older workers—especially those over 45—rate pensions much higher on their priority list than do younger workers. If, as is sometimes necessary, a sacrifice in wages has to be made to obtain pension gains, the ensuing disagreement between younger and older union members can create serious problems, particularly for union leaders caught in the middle.

It is significant that, **in the last negotiations between the railways and their unions, the CNR and CPR pension plans were included among the bargaining issues for the first time**—not because the majority of rail union leaders put them there voluntarily, but because they were pressured into doing so by their locals across the country.

It is perhaps no coincidence that the railways' workforce has become predominantly middle-aged owing to the large-scale displacement of employees by technological and operational changes over the past 20 years. Because of their lower seniority status, the younger workers are the first to go. The average age of CNR employees is now 41, and of CPR employees 43, so there is a proportionately large number in their 60s, 50s and 40s to whom the size of their pension is of prime importance.

Whether similar rank-and-file pressure will be exerted on the leaders of other unions is open to question. As I mentioned before, no trend in that direction is discernible. But, regardless of whether unions actually do push for a controlling voice on pensions or not, there are compelling reasons why they should.

The fundamental argument is based on the premise that pensions are deferred wages, a concept that is now generally accepted and, indeed, is implicit in our pension benefit standards legislation, as inadequate as it may be. Proceeding on this premise, it follows that the workers' interest in a pension fund is not established by "long and faithful service" with an



employer. Their interest is established by reason of the work they perform, and for which they earn their pension credits, so the performance of that work is all the employer has a right to expect in return for his contributions to the pension fund. **Those contributions—as they are made—should be an irrevocable payment, no more subject to withdrawal or retrieval than actual cash wage payments or any other part of the workers' total compensation.** The deferred-wage concept, in short, rules out any notion that a pension plan is a "grace-and-favour" arrangement that can be altered or manipulated at the whim of the company.

The validity of this concept applies even to non-contributory plans. In the sense that the contributions put in by the employer have been earned by the employees, it is therefore the latter who actually pay the full amount of the cost, whether part of it comes into their hands first or not. In either case, their right to a voice in the control and management of the pension fund is as well-founded as it would be if they had set up a fund entirely through their own resources, outside the plant and without company participation, using money set aside out of their cash wages.

As a matter of fact, one of the alternatives to a union-management plan based on employer contributions is the negotiation of an equivalent amount as an in-

crease in current cash pay, and the use of that amount to set up a strictly intra-union pension fund. The only real advantage to bargaining on pensions, in cases where all the terms of the plan depend on employer agreement, is that it relieves the union of many of the administrative difficulties.

The joint union-employer-administered plan also enables the two parties to keep a close check on each other. Just as a pension fund can be mishandled if it is solely in the hands of the employer, so can it be misused if left entirely in the hands of union officers. We have seen a few examples of union-run pension plans being misused by craft unions to bind members to those unions on penalty of losing their pensions; and there have been disclosures of blatant pension fund mismanagement in the Teamsters' and United Mine Workers' unions in the United States. These incidents are not at all typical, nor is there any reason to believe that theft and misuse would occur more frequently if all private pension plans in unionized industries were to be administered solely by the unions. But, on principle, and in the workers' best interests, jointly managed funds would be preferable—provided that the union role is truly that of an equal

partner. **In negotiating a pension plan, a union should have three main objectives:** (1) to ensure that the plan is adequately funded; (2) to obtain an equal voice in its administration; and (3) to ensure that the workers' equity in the plan is fully protected. The overall goal of an adequate retirement income is contingent on the extent to which these three conditions are fulfilled.

Basically, **there are three methods of financing a pension plan:** the so-called "pay-as-you-go" approach; "terminal funding;" and "full advance funding." Without going into each of these in detail, it should be obvious that only the "full advance funding" method ought to be acceptable to a union bargaining on pensions. The other two—now outlawed, incidentally, in most jurisdictions—are fraught with perils and uncertainties. The "pay-as-you-go" type of plan is really not a plan at all. It is little more than an unsupported promise that, if enough money happens to be available at the time a worker retires, then he will start getting a pension. Under this system, the pensions that are promised to workers in the future are regarded not as a present liability but as a cost item to the employer only at the time a pension has to be paid out. In other words, the "pay-as-you-go" method is really an "owe-as-you-go, pay-if-you-can" system. Workers covered by such a plan have no genuine rights in it, as no funds are being accumulated to back up those rights.

The "terminal funding" method is only a slight improvement over "pay-as-you-go." It gives more security to a worker after he retires by creating a fund for him that provides either a life annuity from an insurance company, or a trust fund from which a pension is paid. But, for the worker who hasn't reached retirement age, terminal funding offers no more protection, implying as it does that he has no rights whatever under the plan until he actually retires.

Only full advance funding, therefore, offers adequate protection of employees' pension rights. This is one into which sufficient money is being currently contributed to pay for all of the "future service" credits that are being accrued, plus a portion of the total "past service" liability. Under a fully funded system, the company's obligations are stabilized and easily managed. **The pension fund itself becomes independent of the employing firm and doesn't have to rely on it for its ability to meet all legitimate claims.**

Full funding is not only essential to the plan's security; it is also a prerequisite to the negotiation of a vesting provision designed to protect a worker's earned pension rights against loss if he quits or is laid off. A worker can establish an equity, or vested right in a pension plan only to the extent that reserve funds have been set aside to cover his earned credits. An unfunded system cannot provide for vesting for the simple reason that there is nothing there to vest.

The federal Pension Benefits Standards Act, and equivalent legislation in Quebec, Ontario, Saskatchewan and Alberta, offer some protection in assuring the solvency of existing pension plans; but this legislation does not guarantee the full payment of pensions. **There are no laws requiring a company to provide a pension to its employees, or, once having initiated a plan, requiring it to keep the plan in force.** Many plans that are not negotiated with a union—and even some that are—contain a clause in which the employer reserves the right to terminate the plan unilaterally at any time, for what in his opinion would be a valid reason. That could include declining business or other financial problems.

Earlier this year, **The Financial Post** carried a front page story about the discontinuance of two pension plans by Domco Industries Limited of Montreal. Domco officials claimed they had to eliminate the costs of these plans in order to stay afloat. The company's hourly paid employees, covered by a non-contributory plan, received no pension refund. Salaried employees received only their own contributions, without interest; and those already retired had their pensions drastically reduced.

This is the kind of thing that can happen—and often does—under present pension legislation, unless a pension plan is jointly administered by a union and adequately funded. For obvious reasons, no union can afford to leave this responsibility to an employer. **The rights and interests of employees can be given the necessary protection only if the union is able to exercise day-to-day surveillance over the plan's operation.** Only through participation in the plan's administration can the union gain the insight and experience that it requires to determine where modifications and improvements should be made. The actual method of participation will depend on the type and scope of the plan, its coverage, whether it is set up on a fixed-contribution or definite-benefit basis, and whether it is funded through an insurance company or a trust fund.

When a board of trustees is set up to receive the funds, supervise their investment, and handle the payment of benefits, **the union should be provided equal representation on the board, an equal voice in choosing a chairman or any other third party, including outside consultants.**

Under a definite-benefit insured plan, the administrative details are less complex, but active participation by the union is nonetheless essential. With insured plans, administrative detail is probably best handled through a joint union-management pension committee that acts as a specialized grievance committee, interpreting the pension agreement and dealing with all issues that arise in connection with the operation of the plan, such as eligibility for retirement, and years of service.

In all cases, **the agreement should provide that complete financial and actuarial information on the status and operation of the plan is to be made freely available to the union.** This will enable the union to keep close tab on the actual cost of the plan in operation, and to enter subsequent negotiations with the same factual data at its disposal.

Of crucial importance is the establishment and protection of workers' earned rights, or equity, in a pension plan. **Most existing plans** are seriously deficient in this respect. They **do not afford a worker adequate protection against the loss of his pension credits in the event that he is laid off, fired, or resigns prior to his retirement date.** Neither does existing pension legislation, which provides for full vesting rights only when a worker reaches age 45 and has at least 10 years of service with the same employer. And this stipulation applies only to contributions made after the governing legislation came into effect.

Work in America, a report published recently by a special task force to the U.S. Secretary of Health, Education and Welfare, states that **"perhaps 70 per cent of all those employed will never receive a private pension cheque, even though a large percentage may be employed in firms with pension plans. Such plans are so constructed that most workers will not benefit from them."** This is a reference to the inadequate or non-existent vesting rights of workers under most private plans in the U.S. The same defect is evident in Canadian plans, as was graphically depicted in the CBC public affairs TV program on pensions, **"That Wonderful Day When I Reach 65,"** presented last February. In that program, the sorry fate of workers deprived of their pension rights because of companies going out of business or moving to another

location was illustrated with case histories and interviews. It underlined in dramatic fashion the inadequacy of existing pension regulations, particularly in the vital area of vesting.

Even if there is no bankruptcy or business failure, **a worker can lose most of his pension credits simply by being mobile**, by changing jobs before he can obtain vesting rights. If he has no vested rights in the employer's contributions made on his behalf, he forfeits them unless he stays with that employer at least 10 years and reaches age 45. **Plans of this kind serve the interests of management rather than those of the employees.** They offer an employer a cheap means of getting rid of superannuated workers; they give him **an invisible chain to tie workers to their jobs and prevent them from bettering themselves elsewhere.**

To the existing penalty of job loss if a worker gets laid off, a non-vested or inadequately vested plan adds another penalty: the loss of all the pension credits he had earned, or thought he had earned, through work performed in the past. He is thus penalized not only in the present but also retroactively; and this gives the employer a powerful instrument of coercion. **Some unions call it "pension slavery."**

This is the feature that insurance companies tend to emphasize when trying to sell such plans to companies. They don't come right out and say that a plan tied to long-service requirement is a good way for the employer to hold onto his most valuable and experienced workers, at lower wages than he would otherwise have to pay. But what they do say, euphemistically, is that such a plan will **"reduce employee turnover,"** thereby saving the employer more than the plan will cost him. In short, the worker will, through lower wages, buy the chain that ties him to one job; and, in the long run, it won't cost the employer a penny.

Now, **"lower employee turnover" may be a good thing for an individual company, but it isn't good for workers.** Nor is it something that any union should aid in promoting, for **it will inevitably tend to have a depressing effect on wage levels.** Neither is it good for the economy of the country as a whole, which now depends upon a high degree of mobility by the labour force for maximum efficiency.

The Pension Commission of Ontario has recently recommended, in a "green paper," that pension benefits be vested after five years of service instead of 10, and at age 40 instead of 45. This arrangement would undoubtedly be a forward step; but, from a union standpoint, it doesn't go far enough. **Nothing short of full, immediate vesting or portability can be accepted as wholly satisfactory by the labour movement,** although this has to be a long-term objective.

In the short term, some compromise may have to be made, perhaps in the form of a graduated vesting system. **There is little logic and a great deal of injustice in a law or a pension agreement clause under which a worker with 10 years of service obtains full, vested rights to the employer's contributions, while a worker with anything less than 10 years—even with nine years and 11 months—has no vested rights.** Under a graduated vesting system, if the service requirement were 10 years, a worker with nine years of service would be entitled to nine tenths of his full pension credits, one with eight years four-fifths, and so on.

This kind of protection of workers' pension rights is attainable now, but only if a private plan is fully negotiable, and only if the union has an equal role in its administration. For a long time to come, apparently, most workers will have to rely on legislated standards—and **more pressure should be directed by unions toward having the existing legislation improved.** Most employers will naturally oppose such amendments; the Canadian Pension Conference has already made a submission to the Pension Commission of Ontario objecting to its modest proposed improvements in the vesting provision, on the grounds that the costs would be prohibitive and that, in any case, an adequate pension can be funded for the average worker in the last 20 years of his working life! (The "average" worker, however, can't really afford the much higher premiums entailed in financing his pension over such a relatively short period.)

It was encouraging to see **The Financial Post** strongly endorse the Ontario proposals. **"If a pension is considered to be a form of deferred pay, why make its payment contingent upon staying with the same employer for a specific length of time?"** the Post asked. It went on to make the following excellent suggestion: "To facilitate the transfer of pension credits from one plan to another when an employee changes jobs, the merits of setting up a central agency to hold such credits and thus ensure portability should be re-examined."



Protection of pensioners' purchasing power against the erosion caused by rising costs of living **should also be a legislative priority.** The federal Government has built an escalator clause into the Canada Pension Plan, but only to a maximum of 2 per cent a year. Very few private pension plans provide even this minimal safeguard against inflationary devaluation of pension benefits. The Canadian Railway Labour Association (CRLA), in its annual brief to the federal Cabinet last March, urged that a clause be added to the Pension Benefits Standards Act requiring that all pension plans contain minimum escalator provision. This is certainly an urgently needed reform, but the labour movement cannot rely entirely on government initiatives in the pension field.

History shows that, **in most aspects of social security unions have had to set the pace.** Through collective bargaining they have pioneered in setting standards in wages, hours of work, vacations, working conditions, safety, and major fringe benefits that governments have subsequently used as yardsticks in enacting minimum standards to apply to the non-union as well as the unionized workforce. The same pattern will have to be followed in the vital matter of pensions. **The main reason for the inadequacies in pension coverage in Canada can be traced to the failure or reluctance of the unions, up to now, to make pension improvements a priority bargaining issue.**

The CRLA brief pointed to another serious drawback in existing pension laws: "It is clear from the Act and the regulations that the current service funding requirements only oblige the employer to make up an amount equal to the difference between the amount withheld from employees and the amount required to meet the estimated cost of benefits in respect of current service. Our Association feels that, to be fair and equitable, the Act should set, as minimum standards, a requirement that **the employer must match the employees' contributions on a dollar-for-dollar basis for current service.**"

This, too, is a reasonable and long-overdue reform; but, in this area as well, the unions have been negligent. In negotiating on pensions, they have in most cases been content to settle for a definite-benefit type of plan rather than one calling for fixed or matching contributions by the employer.

The disadvantages of the definite-benefit type of plan are obvious. Concentration on benefits alone enables the employer to claim that what he puts into the plan or gets back from the insurance company is no concern of the employees. When the union seeks improved benefits, the employer will counter that he can't afford the necessary additional costs. He will make the same claim under a matching contribution arrangement; but, in the latter case, the union will be in a much better position to verify his cost estimates, because they are fixed as an integral part of the plan's funding provisions.

Cost estimates are always a matter of concern for union negotiators for here the employer has an advantage. In seeking authority to back up a deliberate overstatement of what a proposed benefit will likely cost him, he will find ample support in the innate conservatism of most actuaries, who are inclined by training to overstate pension costs. Insofar as union negotiators are intimidated by such estimates and unable to challenge them effectively, they will suffer all the disadvantages and none of the advantages of the fixed-cost approach.

If the employer then funds the plan at the same estimated cost rate he used for bargaining purposes, he will, before too long, recoup a substantial share of that cost—a share that might otherwise have gone for higher benefits—in the form of actuarial gains, dividends or rate credits.

Under a fixed-cost approach, the union admittedly will have to assume a greater degree of responsibility for the adequacy of the funds in relation to the benefits they are to provide. The fund, rather than the employer, will have to absorb the risk of adverse experience. On the other hand, the pension fund itself, and not the employer, will realize the full benefit of all actuarial gains and will get any **dividends or rate credits. These can then be used to increase benefits for the employees, rather than to reduce the employer's costs.**

From the standpoint of negotiations, **the fixed-contribution method simplifies the process of collective bargaining tremendously.** No one has to be an expert to bargain on the simple question of how much money the employer is to put into the fund. Once an agreement has been reached on the amount of the contribution, the benefit levels can be established to fit the limits of the fund, and tailored to the needs and desires of the workers, rather than to the employer's idea as to what would be good for them if it didn't cost too much.

The union can then afford to adopt a more conservative approach to the funding and benefit provisions of the plan. For when the contribution is fixed, more favourable experience than that assumed in setting up the benefit schedule can serve only to increase the fund, making possible later benefit increases.

Despite these obvious advantages of having a fixed, definite contribution by the employer, **most unions in Canada unfortunately continue to opt for the contributory definite-benefit plan, which inflicts most of the cost burden on the employees and enables the employer to skim off all the investment surplus to reduce his own share of the cost, rather than plow it back into the fund to improve pension benefits.**

Canadian unions are even more reluctant to get involved in the actual investment of pension monies, despite overwhelming evidence that most pension funds are not being managed in the best interests of the workers. Even with good management, however, the unions might not be exclusively concerned with

maximizing investment returns. They might, for instance, wish to direct some of the huge pension fund reserves into residential housing, providing mortgages to contributing employees at a reasonable cost, instead of having it go into high-rise office buildings and luxury hotels—and, I might add, into the grasp of speculators who use it to acquire land that they then sell to the workers at grossly inflated prices!

Less than 5 per cent of the assets of trusted pension plans in Canada are invested in NHA-insured mortgages—the type most likely to provide residential housing. Urban Affairs Minister Ron Basford deplored this low figure during the presentation of the CLC's annual brief last spring, and he urged that unions strive to obtain a voice in pension fund investment policies so that more pension money could be channeled into housing. Even if the proportion could be raised to only 20 per cent, it would provide close to another two billion dollars for this badly needed social purpose.

The argument used against diverting more pension money into housing is that it wouldn't produce maximum returns. But most mortgages today carry interest charges of 9 per cent, so that even if pension-backed mortgages were reduced to 7 per cent, they would still be a better investment and give a higher yield than most pension funds have achieved in recent years. **At today's exorbitant housing prices, a re-**

duction of 2 per cent on a mortgage could enable a worker to save as much as \$30,000 in the purchase of a home. How much of an extra pension would that \$30,000 buy at his retirement age? How much further would he be able to stretch his pension if, when he retires, he has a fully paid-up home to live in instead of having to pay the same monthly rent out of his lower retirement income?

These are questions that union members are only now beginning to ask themselves. **Some of the more imaginative are also asking why the labour movement can't establish its own mortgage company,** into which a portion of the assets of trusted pension plans would be directed, and which would make mortgage loans to contributing employees. The labour movement in West Germany has been following a similar plan, with great success, for the past 30 years; and several unions in New York have also gone into pension-financed co-operative housing in a big way. Canadian unions have yet to raise their sights that high, in spite of the fact that such a campaign on their part would garner a great deal of support, not only from their own members but also from many politicians, academics, social welfare agencies, and perhaps even the press.

Another benefit that would accrue from subjecting all aspects of pension plans to collective bargaining would be greater diversity and flexibility in meeting the needs of different age groups of employees.



One of the chief flaws in most contributory pension plans is that they are designed to accommodate a mythical "average worker," and thus lack the flexibility to meet individual requirements. **Why, for example, should premiums be the same for all employees covered by a plan, regardless of age differences?** Unquestionably their individual total contributions should add up to the same in the end. But why shouldn't younger workers be allowed to pay in proportionately less while they are incurring the heavy financial responsibilities involved in marrying and raising a family, and proportionately more when they become older and are presumably earning more and have lower family costs?

This concept, a relatively new one, has been called the "cafeteria approach." It is a response to the inadequacies of existing benefit plans, which fail to recognize that the needs of workers vary at different stages of their working lives. We could legitimately expect this kind of flexibility to reduce the conflict that now erupts occasionally between older and younger workers. **No longer would unions have to choose between the needs of different age groups within their membership** in formulating demands and negotiating overall contract settlements. Granted, a more flexible contribution method would be more difficult to administer, and it would entail somewhat higher costs; but these problems would be more than offset by the advantages to be gained.

One of the most enthusiastic supporters of the cafeteria approach is Ontario's Superintendent of Pensions, J. W. Bentley. He admits that more flexibility will create more problems in administration, but adds: "The obstacles are not insurmountable. We have the tools and the expertise to make the cafeteria approach feasible, especially in large industries that have computerized their personnel functions."

To sum up, there are **four main arguments** to support the claim that unions should have at least an equal, if not a controlling, voice in the management of pension funds covering their members:

First, the money in such plans, whether they be contributory or non-contributory, belongs to the employees. It is part of their compensation for their labour, and it becomes theirs at the time it is earned, not at the time they receive it. As a "deferred wage," the fund into which it is paid should properly be managed by the union representing the employees, at least on an equal basis with the company.

Second, there is good reason to suspect that many pension funds administered exclusively by employers are not being managed in the best interests of the employees, but rather as a secondary indirect source of profits for the company. A clear conflict of interest arises in having employers run the whole pension show with money that is no longer theirs.

Third, unless the interests of employees are protected by a union, there is no assurance that their pension rights will be safeguarded. With so many plans being inadequately funded, badly invested, and lacking in proper vesting provisions and cost of living escalators, there is a great risk that many workers will never collect the full pension benefits on which they are depending. Only a strong union role in the management of the funds can correct these defects and give employees adequate pension protection.

Fourth, existing pension legislation doesn't go nearly far enough to protect employees' equity in private pension plans, and there is not much likelihood of legislative improvements unless unions take the initiative, both in direct lobbying for reforms, and, more importantly, in setting adequate standards of pension protection through collective bargaining.

The case for a union voice in pension fund management is compelling. The need is great. All that is missing is the unions' resolve to push hard for this expanded role to which they are entitled.

(Ed Finn is Legislation Director of the Canadian Brotherhood of Railway, Transport and General Workers. He has been labour columnist for the **Toronto Daily Star** since May 1968. The opinions expressed in the foregoing article are those of Mr. Finn, and do not necessarily reflect the views or policies of the Canada Department of Labour.)

COMMUNITY HEALTH CENTRES AND THE UNION

BY JIM MACSWEEN

The pain isn't only in the illness these days. Rising health costs are drawing attention from many quarters of Canadian society—government, private organizations, and medical practitioners included. Organized labour, too, is studying the problem; and it claims that closer attention should be paid to one alternative it helped develop—the community health centre.

Supporters of the community-centre approach to health care see in it a means of providing improved community care in addition to controlling the costs of such care. Opponents disagree, contending that although present medicare systems may need revision, community health centres aren't the answer. One point on which there is growing consensus, however, is that the escalation of health costs must be brought under control.

High standards of public health are a much-desired goal—but at what cost to the public? This question is of mounting importance to Canadians, for health costs are increasing at a rate out of all proportion to the population growth.

In 1970, the most recent year for which figures are available, approximately \$4,400,000,000 was spent on personal health care in Canada, up 13.2 per cent from the previous year. Between 1964 and 1970, spending on health doubled. These burgeoning costs have been absorbed by the general public since the 1967 Federal Medical Care Act introduced a system of government payment for the major share of medical costs. But costs have not reached their present level of \$204.94 per capita without arousing the concern of legislators and public servants.

The search for ways to improve health care at reasonable cost was behind the Report of the Community Health Centre Project: the

Hastings Report, presented last year to federal and provincial ministers of health. Commissioned by the federal Department of Health and Welfare and produced by a committee under the chairmanship of Dr. John E. Hastings, the report recommended "the development by the provinces, in mutual agreement with public and professional groups, of a significant number of community health centres, as described in this report, as non-profit corporate bodies in a fully integrated health service system."

"Community health centres," the Hastings committee said, "are increasingly seen as an important means of slowing the rate of increase in the cost of health services, and for more fully reflecting the objectives, priorities and relationships that society wishes to establish for health care in the future."

The report defined a community health centre as "a facility, or in-



timately linked group of facilities, enabling individuals and families to obtain initial and continuing health care of high quality. Such care must be provided in an acceptable manner through a team of health professionals and other personnel working in an accessible and well-managed setting. The community health centre must form part of a responsible and accountable health services system. In turn, the health services must be closely and effectively coordinated with the social and related services to help individuals, families and communities deal with the many-sided problems of living."

Organized labour in Canada, notably the Canadian Labour Congress, is committed to curbing health costs and establishing community health centres. At the 1970 constitutional convention in Edmonton, CLC delegates passed a resolution supporting the principle of such centres, and this support has been emphasized repeatedly since then. The 1973 CLC brief to the Government was critical of present health care pro-

grams as being "an archaic . . . system that is incomplete, inefficient and unnecessarily costly." It urged an increase in less expensive convalescent and chronic care beds, greater use of less expensive health care professionals, and discouragement of the "unfair and expensive" fee-for-service system that pays physicians for the number of patients they see.

The brief also endorsed the recommendations of the Hastings report concerning establishment of community health centres, and it called on the Government to provide "tangible and meaningful support for the development of consumer-sponsored community health centres that are proving to be an effective instrument for the delivery of a wide variety of high-quality health care, as well as providing the opportunity to control costs."

Unions have done more than merely urge government action in the health services field. Since 1962, a community health centre started by members of the United Steelworkers has operated in Sault Ste. Marie using several of the

CLC's operational guidelines. A similar centre, opened as a centennial project by the United Auto Workers, has been serving the St. Catharines area. Community health centres are being developed also under union leadership in London, Ottawa, and Hamilton; and the community clinics established during the early 1960s in Saskatoon, Regina, and Prince Albert were supported by union help in the beginning.

These centres all had a common aim: they were originally formed as co-operatives by people seeking better health care than was then available. In the case of the Saskatchewan centres, impetus came from the fear arising out of the doctors strike: afraid of being left without medical care, people banded together, formed the centres, and hired a staff of doctors to care for members of the health centres.

Union members were involved in promoting the Saskatchewan centres, but the organizational work there was shared with groups representing farmers, public service employees, teachers, and other citizens organizations such as co-operatives. The two centres established totally under union direction are in Ontario—one in Sault Ste. Marie and one in St. Catharines. They are basically similar, although they differ slightly in their modes of operation—and future union-generated centres will probably be patterned after them.

In St. Catharines, over 3,800 families from UAW locals 199 and 676 pledged to pay \$150 over three years—a \$1-a-week checkoff to a credit union. Membership was not restricted solely to UAW members, however, and other families in the community were encouraged to participate in the same financial arrangement. The capital raised covered the initial costs of constructing and equipping a building, while the hiring of administrative, medical, and non-medical staff was financed by regular health-benefit checkoffs. Extension of services to all members of the community, whether or not they had contributed to founding the centre, was brought about by the introduction of medicare in Ontario. Under medicare, institutions that had formerly served the health needs of members only were to be allowed to bill the Government if those services were extended to the general public.

The St. Catharines centre now employs nine doctors, including a paediatrician, an obstetrician and a surgeon. Other medical personnel include nurses, lab technicians, physiotherapists, an X-ray technician and a public health nurse. In addition to regular health services and assorted other services such as instruction on proper nutrition, the centre offers prenatal classes and lectures on family planning.



The Sault Ste. Marie community health centre, largely provided the pattern for the St. Catharines centre. Organized in 1962, it is the oldest of the union-organized clinics. Although built by members of the United Steelworkers, it had opened its membership to all those who undertook to pay the capital contribution of \$135 for a family unit; it was already well established in the community when, with the introduction of medicare, it extended its service to the general public. It now has 38,000 patients on file. The centre started with 13 doctors in 1962 and is expecting to employ 31 by this fall.

The Sault Ste. Marie centre was founded when Steelworker members became dissatisfied with the employee health insurance program that had been negotiated in their contract with Algoma Steel. Many of the employees voted to divert the money they were paying as insurance benefits toward operating a health centre to care for

their families, and a centre was built and opened to serve those who supported it by their membership.

Then, under medicare, the Sault Ste. Marie centre extended its services to all persons within a specified area—whether or not they had contributed to the original capital cost of the centre—and the Government of Ontario agreed to pay a per capita allotment for each registered patient of the centre. Other persons using the centre pay on the regular fee-for-service basis.

When the St. Catharines centre was founded, one stipulation in the arrangement caused problems. Under the per capita agreement the centre became responsible for paying bills incurred by members who used the services of doctors practising outside the centre. Both centres, but particularly the one in St. Catharines, faced the problem of having to convince community members to use the centre's facilities, which they were paying for.

through medicare. It was a difficult problem, for two reasons: advertising by medical practitioners is considered unethical; and no one wanted to limit a patient's right to choose his own doctor.

Although the centres are now self-supporting, there are plans to change the Government's method of paying the health centres. Instead of the per capita system, the centres are trying to negotiate "global" budgeting systems that grant a fixed sum of money for a definite term of operation. The claim is that this will enable the centres to plan their operations on a long-term basis and will eliminate the possibility of unforeseen expenditures arising from medical treatment outside the centres. The example for this system has been set by several community health centres in Saskatchewan.

The Hastings Task Force studied the structure and operational costs of the Sault Ste. Marie community health centre before recommending it as a model for slowing down the rate of inflation in health costs.

Although the union centres do not exactly fit the concept of community health centres as defined in the Hastings Report, they come closer to performing the functions outlined in the Report than do other existing medical facilities.

For an understanding of the advantages they claim, it is necessary to look at several of their important features. Undoubtedly the most striking is elimination of the fee-for-service basis of paying medical staff. All doctors, nurses and support staff are paid an amount predetermined by negotiations between doctors and the administrators of the centre—an amount that bears no relation to the number of patients seen in a day, or to the type of treatment that they receive.

Supporters of the community centres claim that this system does away with the pressures that compel a doctor to see a maximum number of patients in a day. Under the salary system he has more freedom to spend longer with those patients needing extra care, without the attendant worry over loss of income.

A second interesting aspect is the way the centres incorporate many different services under one roof. Laboratory, X-ray, physiotherapy, minor surgery and other facilities are centralized; and specialists in several branches of medicine are immediately available for referrals or consultation. As well as offering this variety of services, the centres provide round-the-clock medical care, because they are either open or employ doctors who are on call at all times on a rotating basis.

Proponents say that, compared with the alternative of an individual doctor's practice, group practice improves the quality of health care by having a number of doctors on hand to provide opinions on a case. By centralizing the equipment necessary for diagnosis and treatment of most illnesses, treatment time is saved, as the work does not have to be sent outside the building.

Direct patient participation is a third characteristic of the centres that is absent in most hospitals, doctor-operated clinics, or the individual doctor's practice. Centres are managed by a board of directors elected at an annual meeting of the members. Both the operation of the centres and their services are influenced by the community members whom they

serve. The only part of the operation that is beyond the members' control is the actual medical treatment given. Doctors working in the clinic have complete jurisdiction in this area, and are free from interference even from the centres administrators.

Many observers see in the community health centres a possible means of controlling health-care costs through their system of advance budgeting. The CLC made this point in its brief to the Hastings committee. It suggested that "if community health centres were to receive the support of the public authority in development, capital and operating costs, they would be able to demonstrate more clearly their ability to reduce significantly the rate of escalation in costs by reducing hospital bed utilization, eliminating individual practice, more rationally using medical personnel and facilities, emphasizing preventive care, and eliminating the fee-for-service method of payment."

The CLC claimed that reduced hospital utilization would result from the provision of a "one-door service" that would not force people to go into hospital for specialist services as they now must do. The patient would be saved the hidden overhead expenses, such as rent and equipment, that now inflate costs in the individual type of health care.

Better use of doctors, nurses, and other medical staff is possible in the community health centre system, says the CLC, thereby eliminating wasteful use of expensive resources. As an example, the brief

pointed to the poor use now being made of emergency departments in hospitals. Preventive care like that provided through annual medical checkups is also possible, it claims. The system of fee-for-service makes preventive medicine difficult for physicians to bill for, but the salary system of the centres removes the need for billing on an individual-case basis.

The claims made on behalf of community health centres are not universally accepted, and one of the difficulties in assessing their value is the lack of complete statistics that would indicate their benefit to a community over a long period of time. One point of debate is whether health centres will, in fact, result in lower hospitalization rates. Dr. A. P. Ruderman, a member of the Hastings committee, said in his appendix to the Report: "Community health centres certainly can result in lower hospitalization costs, with

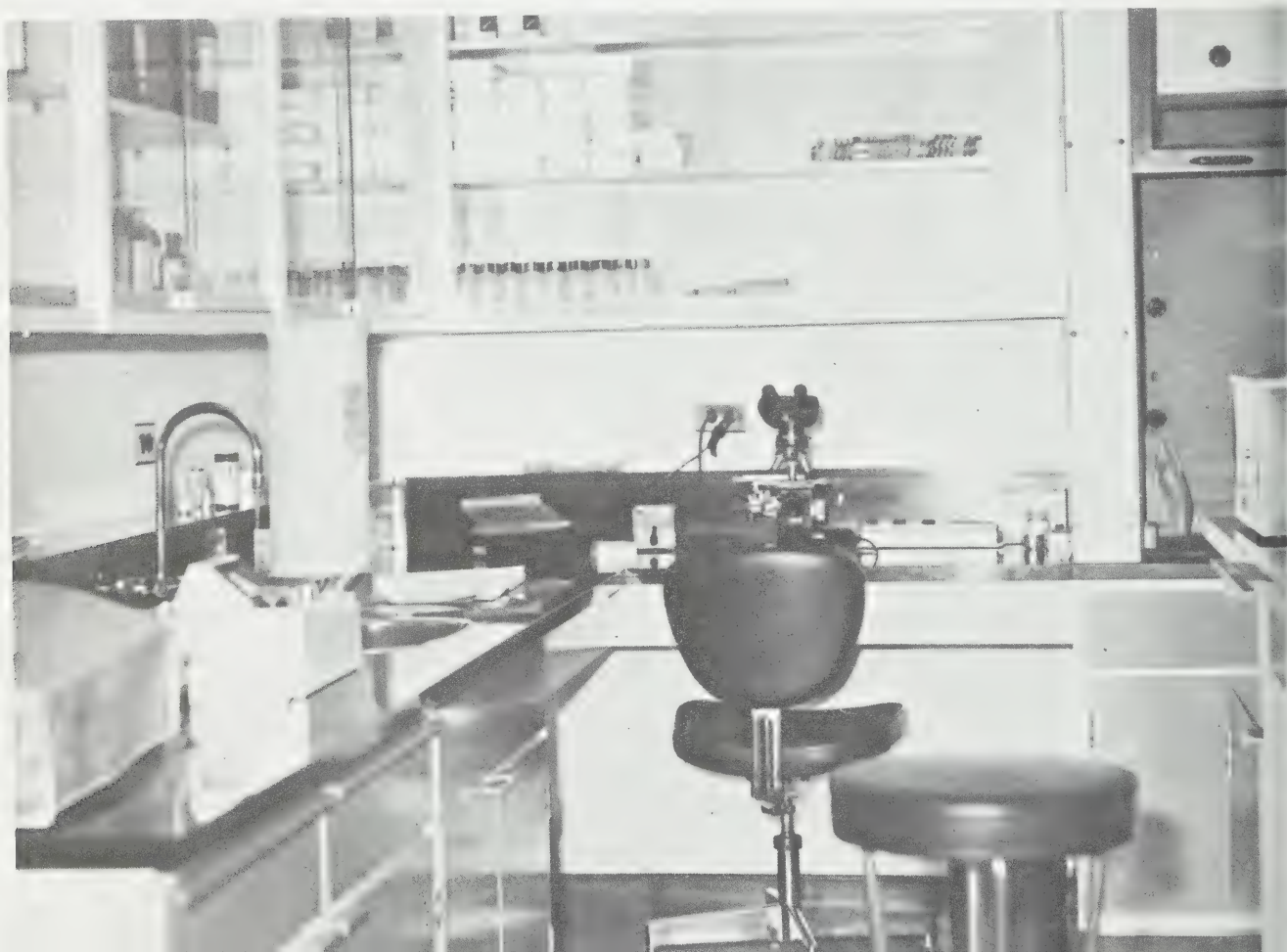
attendant savings for the health-care system; whether they will do so as a general matter depends as much on the financial and administrative rules, and on the education of the practitioners involved, as on the absence of counter-incentives embodied in the fee structure under fee-for-service payment, or at least on the presence of some countervailing positive incentive for fee-for-service practitioners to hospitalize fewer patients."

The latter part of this statement by Ruderman refers to several features of the present medicare system that encourage unnecessary hospitalization. An example would be a case in which a patient must be hospitalized, on a doctor's referral, for certain dental operations in order to receive medicare coverage, although such operations do not require much time and can be performed with the facilities available in a doctor's

office. Otherwise, the full cost is borne by the patient.

The problem is that, although it is personally cheaper for the patient to be in a hospital, the actual cost is much higher, and this burden falls on the taxpayer. There are similar instances in which a physician will prefer to have his patients hospitalized in order to receive higher fee-for-service payments, even though hospitalization may not be necessary. With the cost of active-care hospital beds as high as it is (\$82 a day at Ottawa's Civic Hospital, (for example), health-care costs may be mushrooming because of unnecessary use of hospital facilities.

Dr. N. P. DaSylva of the Canadian Medical Association warns against rushing to adopt the community health centre concept as a cure-all for higher costs. Many of today's higher costs are attributable to factors other than a faulty system



of medicare, he says, although there is room for improvement in the system. Non-medical labour costs have risen sharply in hospitals during the past few years, largely because of unionization among hospital workers, he points out, and these increases have raised the cost of health care. Another factor inflating costs has been the advances in medical treatment, DaSylva adds; more sophisticated equipment and procedures have improved health care, but they have also increased expenses.

DaSylva readily admits that the fee-for-service system of paying doctors has its faults, but he questions whether its abolition would save money. Removal of the money incentive that encourages doctors to see as many patients as possible might erase any savings in the salary system. And although the present set-up may result in many patients receiving only summary attention, the salary system might result in doctors seeing far fewer patients than they are capable of treating.

DaSylva further questions whether hospitalization rates are, in fact, lowered by the presence of a centre in the community. Although earlier figures used by the Hastings committee indicated a lower hospitalization rate in communities where there is a centre, DaSylva claims that more recent figures reveal that there is no significant difference compared with regions that have only doctor-run clinics or individual practices.

One aspect of the community health centre system that concerns many doctors is the possible de-personalization of health care that might result if a patient is assigned to a doctor, rather than

being permitted to make a choice. F. H. Griffiths, administrator of the Sault Ste. Marie community health centre, says that such fears are unfounded. Patients retain the freedom to choose their doctor, he says, either by going outside the centre or by specifying preference for a doctor within the centre.

Controversy over the community health centre concept will undoubtedly continue for some time, but approval by the Canadian Medical Association, the Canadian Hospital Association, and the Canadian Nurses' Association of the major recommendations of the Hastings Report has demonstrated that the medical profession is receptive to possible changes in the present system of health care.

One matter of concern is professional autonomy within the community health centre system. As Dr. J. G. Stapleton, a Hamilton radiologist, said in a letter to the Canadian Medical Association Journal: "The major problems would lie in the areas of regional administration, and role definition for the variety of personnel involved. I believe that physicians would be much less alarmed at the prospective demise of the fee-for-service system than they are by the fear of frustration by a ponderous multilevel bureaucracy."

Whether community health centres will generally lower hospitalization rates is still uncertain, but is this to be the only indicator of their value? Another question that has been asked in several quarters following release of the Hastings Report is: Even if the centres don't reduce costs, is it not possible that they justify themselves through round-the-clock availability and improvement of health care for their communities?

The CLC is pressing for acceptance of the concept and has formed CHADFOC (Community Health Associations Development Foundation of Canada) to provide a national organization to help establish new centres. It has also applied for a national health grant to extend funds for the development of new centres. Co-sponsorship of CHADFOC is being sought by the CLC from the Co-operatives' Union of Canada, the Consumers' Association of Canada, and Canadian church organizations. Projected plans call for existing centres to join the national organization. Industrial sponsors would presumably be able to gradually phase out their financial support.

To a large extent, the future of community health centres is dependent on the actions of provincial and federal health departments. None of the centres now operating were opened after the introduction of medicare, and government encouragement and incentive may be needed if future centres are to be established. For this reason, many supporters hope for adoption of those Hastings recommendations that would encourage health centres.

What action the federal and provincial governments will take is uncertain, but many people in the health services field are waiting for a statement on the future direction of health service provisions.

PRICE INDEXES

CONSUMER, FEBRUARY

The consumer price index (1961=100) advanced 0.6 per cent to 145.3 in February from 144.5 in January and reflects prices in effect just prior to the recent budget measures. Food prices, which rose 1.1 per cent, were the major contributors to the increase. The level of prices for all-items other than food rose 0.4 per cent, mainly because of a 0.7 per cent advance in the housing index. Other components recording increases were health and personal care 0.6 per cent, recreation and reading 0.4 per cent, tobacco and alcohol 0.3 per cent, and transportation 0.3 per cent. There was a decline of 0.2 per cent in the clothing index. Between February 1972 and February 1973 the all-items index advanced 5.8 per cent.

The food index rose 1.1 per cent to 151.6 in February from 150.0 in January, and was 10.2 per cent higher than a year ago. In the latest month, restaurant meal prices rose 1.6 per cent, and were 9.3 per cent higher than a year ago. The price level of food consumed at home increased 1.0 per cent mainly because of higher prices for beef 4.5 per cent, pork 6.1 per cent, and poultry 3.5 per cent. Since February 1972, the meat, fish and poultry index advanced nearly 17 per cent, with pork prices increasing, on average, more than 26 per cent. In the latest month, the fruit index rose 3.0 per cent as higher prices were registered for most fresh, canned and frozen varieties. The vegetable index declined 1.7 per cent because of lower prices for such items as tomatoes and lettuce. Since February 1972, the fruit and vegetable indexes advanced 10.2 per cent and 9.3 per cent. In the latest month, egg prices declined 0.7 per cent leaving the egg index more than 40 per cent above its level of a year ago. Between January and February, the price of fresh milk rose 0.5 per cent as higher quotations were registered in Vancouver and Victoria, in several Ontario cities, and in St. John's, Nfld. Cheese and ice cream prices declined. The bakery and cereal products index rose 0.4 per cent as most baked goods, including bread, registered increases. Among other foodstuffs, sugar prices remained stable for the fourth consecutive month; soft drinks advanced nearly 3 per cent; peanut butter increased 2.5 per cent, tea bags declined nearly 2 per cent. Since February 1972, the food index advanced 10.2 per cent.

The housing index rose 0.7 per cent to 149.0 from 148.0 because of increases of 0.7 per cent in the shelter component and 0.6 per cent in the household operation

component; it was 5.7 per cent higher than a year ago. Within the shelter component, the home-ownership element advanced 1.1 per cent mainly because of higher dwelling insurance rates in several cities and an increase in the new houses index. Rents advanced 0.2 per cent. Main reasons for the increase in the household operations component were increased fuel oil prices and higher household effects insurance rates in a number of centres. Household textiles prices rose 0.8 per cent with increased quotations for most items, particularly woollen blankets and curtains. Furniture prices declined 0.2 per cent mainly because of scattered sales of bedroom suites and mattresses. Among other household operation items, glassware, dishes, carpets, and most cleaning supplies prices were higher; scouring powder and light bulb quotations were lower.

The clothing index decreased 0.2 per cent to 134.4 from 134.7 mainly because of a 0.9 per cent decline in the men's wear component. It was 3.5 per cent above its level of a year ago. Seasonal sale prices on suits, ski parkas, overcoats and business shirts were responsible for the decline in the men's wear index; higher prices were recorded for slacks, topcoats, undershirts and pyjamas. The children's wear component declined 0.2 per cent as sale prices on boys parkas and shirts, and girls' dresses, outweighed some price advances for girls' hosiery and infants' diapers. The women's wear index rose 0.1 per cent because of higher prices for girdles and pyjamas. Footwear quotations were unchanged.

The transportation index rose 0.1 per cent to 133.5 from 133.3 as increases in the automobile operations and local transportation elements outweighed a seasonal

decline in the train fares index. Higher gasoline prices and increased automobile insurance rates in Edmonton, were responsible for an increase of 0.2 per cent in the automobile operation component. The local transportation element also rose 0.2 per cent because of increases in local transit fares and increased taxi fares. Since February 1972 the transportation index rose 0.9 per cent.

The health and personal care index advanced 0.6 per cent to 152.8 from 151.9 because of an increase of 0.7 per cent in the personal care, and 0.5 per cent in the health care, components. The personal care increase resulted from a 1.1 per cent increase in the personal care service charges due to higher prices for men's haircuts and women's hairdressing charges in several cities. Personal care supplies' prices rose 0.2 per cent because of higher quotations for toothbrushes, sanitary napkins, face cream and cleansing tissues. The health care increases reflected 0.2 per cent higher pharmaceutical prices. Between February 1972 and February 1973, the health and personal care index rose 3.8 per cent.

The recreation and reading index rose 0.4 per cent to 142.1 from 141.5, and it was 2.9 per cent above its level of a year ago. Higher motion picture admission prices in many cities and increased newspaper subscription rates in Montreal outweighed some lower camera film (including processing) prices, and were responsible for the January-February 1973 increase.

The tobacco and alcohol index rose 0.3 per cent to 35.7 from 35.3. An advance of 0.6 per cent in tobacco products prices reflected higher cigarette quotations



in several cities. Some increased liquor prices in Nova Scotia and Manitoba moved the alcoholic beverages element up 0.1 per cent. Between February 1972 and February 1973, the tobacco and alcohol index increased 4.7 per cent.

Consumer price movements, classified by commodities and services, give another view of the incidence of the change in prices. The services index advanced 0.5 per cent between January and February because of higher household and automobile insurance rates, increased prices for theatre admission, men's haircuts and women's hairdressing and higher taxi and local transit fares. The total commodities index advanced 0.6 per cent because of a rise of 1.1 per cent in food prices. Prices for non-durable commodities other than food advanced 0.4 per cent as increased quotations for fuel oil, gasoline, tobacco products, pharmaceuticals, toiletries, cleaning supplies and alcoholic

beverages outweighed reduced clothing prices. The durables index was unchanged. Between February 1972 and February 1973 commodities prices advanced 5.9 per cent and the services index increased 5.7 per cent.

CITY CONSUMER, FEBRUARY

The consumer price index (1961=100) rose in all regional cities and city-combinations between January and February. Increases ranged from 0.1 per cent in Halifax to 1.2 per cent in St. John's, Nfld. Food indexes advanced in all cities, reflecting higher prices for most meat and poultry, fresh fruit, many fresh vegetables, canned goods and restaurant meals. Lower prices were recorded in most cities for tomatoes, lettuce, bananas, macaroni and cake mix. Housing components rose in all cities and city combinations except Edmonton-Calgary, where it was unchanged. The increase in the

housing component was in response to higher rents and household effects insurance rates, increased prices for fuel oil and some home-furnishings. The health and personal care components rose in 11 cities reflecting higher prices for pharmaceuticals and personal care supplies and increased ladies' hairdressing charges. Recreation and reading indexes rose in 10 cities because of higher motion picture admission charges in many centres and increased newspaper subscription rates in Montreal. The components for clothing, transportation and tobacco and alcohol registered mixed movements.

Regional consumer price index point changes between January and February were: On the base 1961=100: St. John's +1.6 to 134.9; Vancouver +1.0 to 136.2; Montreal +0.9 to 135.7; Saskatoon-Regina +0.9 to 132.2; Ottawa +0.7 to 140.9; Winnipeg +0.7 to 138.2; Saint John +0.6 to 135.2; Edmonton-Calgary +0.5 to 137.6; Toronto +0.3 to 139.7; Halifax +0.2 to 134.8. On the base 1969=100: Quebec City +0.9 to 110.5; Thunder Bay +0.3 to 111.2.

City indexes are not as comprehensive in price content as the Canada consumer price index and may underestimate slightly the degree of price movements occurring. In this connection, the shelter component of the city index moves on the basis of changes in rents only; changes in both rents and home-ownership costs are included in the Canada index. Because home-ownership costs have increased more rapidly than rents, the housing and all-items indexes for cities have tended to underestimate a little the rates of price increase, particularly over long periods. Statistics Canada may ultimately incorporate home-ownership prices in city indexes.

WHOLESALE, FEBRUARY

The general wholesale price index (1935-39=100) rose 1.9 per cent in February to 342.9 from 336.4 in January. It was 13.6 per cent higher than the February 1972 index of 301.8. All eight major group indexes advanced. The non-ferrous metals products group index rose 3.7 per cent in February to 288.7 from 278.4 on increased prices for silver, tin, copper and its products, and lead. An advance of 3.2 per cent to 416.5 from 403.7 in the animal products group index reflected price increases for livestock, fresh and cured meats, and hides and skins. Higher prices for fir, hardwoods, hemlock and newsprint were chiefly responsible for a rise of 2.4 per cent to 489.3 from 477.9 in the wood products group index. An advance of 1.5 per cent to 296.4 from 292.0 in the textile products group index reflected price increases for imported raw wool, miscellaneous cotton products and worsted and wool cloth. The iron products group index moved up 1.2 per cent to 342.9 from 338.8 on higher prices for scrap and pig iron. An increase of 1.0 per cent to 291.3 from 288.4 occurred in the vegetable products group index on higher prices for livestock and poultry feeds, fresh and dried fruits and grains. Slight advances were recorded in the non-metallic minerals group index to 241.5 from 241.1 and in the chemical products group to 250.4 from 250.1.

CONSUMER, MARCH

The consumer price index (1961=100) rose 0.3 per cent to 145.7 in March from 145.3 in February and was 6.0 per cent higher than in March 1972. Increases in food prices, 0.4 per cent, and housing, 0.3 per cent, were mainly responsible for the advance in the latest month. The level of prices for all-items other than food was

0.2 per cent higher. The transportation, recreation and reading components rose 0.3 per cent, and the clothing and tobacco and alcohol indexes advanced 0.1 per cent. There was no change in the health and personal care element. Between March 1972 and March 1973, the all-items index advanced 6.0 per cent.

The food index rose 0.4 per cent to 152.2 from 151.6. The food consumed at home and the restaurant meal components advanced 0.4 per cent. Among home-consumed foods, although prices for eggs and for some grocery items declined, most major components continued to advance. The index for meat, fish and poultry rose 2.2 per cent because of increases of 3.0 per cent in pork and 6.1 per cent in poultry prices; beef prices rose 1.0 per cent. Since March 1972, the meat, fish and poultry index increased more than 18 per cent, with the price of pork rising, on average, more than 27 per cent, poultry more than 20 per cent and beef 14 per cent. In the latest month, fruit prices increased on average 3.0 per cent despite a small decline in the price of bananas. Higher prices for fresh vegetables, except tomatoes and carrots, were responsible for a 1.0 per cent increase in the vegetable index. Egg prices declined 5.3 per cent between February and March but were still 47 per cent above their level of a year earlier. In the latest month, the price of fresh milk rose 0.4 per cent as higher quotations were registered in a number of centres. The bakery and cereal products index increased 0.4 per cent as prices for most baked goods, including bread, advanced. Price declines

were recorded for a number of other items. Soft drinks, from which the federal sales tax was recently removed, declined more than 5 per cent as price decreases took effect in most centres across the country. Coffee and tea prices also were lower in March, as were prices for sugar, jelly powder and chocolate bars. In the months since March 1972, the food index advanced 11.0 per cent with the price of food consumed at home rising 11.3 per cent and that for restaurant meals 9.6 per cent.

The housing index rose 0.3 per cent to 149.5 from 149.0 because of increases of 0.4 per cent in shelter and 0.2 per cent in household operation. Under the shelter element, home-ownership moved up 0.5 per cent because of increases in the indexes for new houses and home-owner repairs; rents advanced 0.1 per cent. Among household operation items, electricity rates increased in Sudbury and Edmonton, and telephone charges also rose in Edmonton. Furniture prices advanced 0.2 per cent as higher quotations for mattresses and bedroom and dinette suites outweighed sales on living room suites and kitchen sets. Appliance prices increased 0.4 per cent as higher quotations for several items, including sewing machines and electric irons, outweighed lower sale prices on others, such as automatic dryers and electric frying pans. There was an increase of 0.8 per cent in household textiles prices and the index for floor coverings dropped 0.5 per cent. Dishes and a number of cleaning supplies registered

scattered price increases; light bulbs and toilet paper were lower in price. Between March 1972 and March 1973, the housing index advanced 5.9 per cent.

The clothing index advanced 0.1 per cent to 134.5 from 134.4 as higher prices for men's wear and for clothing services outweighed lower prices for children's clothing and footwear. An increase of 1.7 per cent in the men's wear index reflected higher quotations for many items including suits, shirts, underwear and socks. Clothing service charges advanced 2.0 per cent because of higher prices for laundry, dry cleaning and shoe repairs. Lesser advances of 0.8 per cent for piece goods and 0.2 per cent for women's wear, were registered. Children's wear prices decreased by 4.2 per cent and children's footwear 3.4 per cent, reflecting reductions in a number of retail outlets following removal of the federal sales tax on children's garments and children's shoes. Between March 1972 and March 1973, the clothing index rose 3.3 per cent.

The transportation index rose 0.3 per cent to 133.9 from 133.5 because of a 0.3 per cent increase in the automobile operation component. Although new car prices declined slightly, automobile repair and lubrication charges, as well as battery prices, advanced in most cities surveyed. Car licensing fees moved up in Ontario. On the other hand, sales in a number of cities were responsible for a decrease of 4.5 per cent in tire prices. The local transportation index rose 0.3 per cent because of higher local bus fares in Halifax, Sherbrooke, Windsor and Regina, as

well as increased taxi fares in Regina. The transportation index was 0.8 per cent higher than a year ago.

The health and personal care index was unchanged from its previous month's level of 152.8 and was 3.7 per cent above its level of March 1972. In the latest month, pharmaceutical prices rose slightly, reflecting higher quotations for medicines. Among items of personal care supplies, higher prices for toilet soap, toothbrushes, cleansing tissues and sanitary napkins were offset by reductions for toothpaste, razor blades, face powder and shaving cream.

The recreation and reading index rose 0.3 per cent to 142.5 from 142.1 mainly because of an advance of 0.4 per cent in the recreation element as higher prices for bicycles, television repairs, toys and camera film (including processing) outweighed lower quotations for stereo combinations and television sets. The reading index was slightly higher because of increased newspaper subscription rates in St. John's. Between March 1972 and March 1973, the recreation and reading index increased 3.0 per cent.

The tobacco and alcohol index advanced 0.1 per cent to 135.8 from 135.7 reflecting higher prices in Saskatchewan for cigarettes. The tobacco and alcohol index was 4.8 per cent above its level of a year ago.

The services index advanced 0.5 per cent in March mainly because of higher charges for shelter services, clothing services, automobile repairs and chassis lubrication, and television repairs, increased local transit and taxi fares and telephone rates. The total commodities index increased 0.1 per cent because of an increase of 0.4 per cent in food prices. The index for non-durable commodities, other than food, rose 0.1 per cent as higher prices for adults' clothing, toys, camera film, cigarettes, drugs and household cleaning supplies outweighed reductions for children's clothing. A decrease of 0.2 per cent in the durables component resulted from lower quotations for some electrical appliances, especially television sets and stereo combinations, floor coverings, automobile tires and new cars outweighing higher prices for automobile batteries, bicycles, and furniture. Between March 1972 and March 1973, the total commodities index advanced 6.1 per cent and the services component increased 5.8 per cent.

CITY CONSUMER, MARCH

Between February and March, consumer price indexes rose in ten regional cities and city-combinations, declined in one and were unchanged in one. The movements ranged from a decline of 0.1 per cent in Thunder Bay and Winnipeg, reflecting higher prices for

most meat, fish and poultry, many fresh produce items and bakery products. Restaurant meal prices registered increases in many of the centres surveyed. Eggs, tomatoes, carrots, bananas, margarine and soft drinks were lower in price. Housing components rose in all cities and city-combinations except Québec and Toronto where marginal declines were recorded.

The increases reflected higher prices for some furniture and appliance items, textiles and household supplies. Clothing indexes declined in six cities and city-combinations, rose in five and were unchanged in one. Children's wear, including shoes, were generally lower in price reflecting reductions in a number of retail outlets following removal of the federal sales tax on these items. Higher prices for men's suits, shirts and shoes, and increased charges for laundry, dry cleaning and shoe repairs were registered in all cities surveyed. Transportation components rose in eight cities and city combinations and decreased in four. Automobile maintenance and repair charges were higher. The price of tires was lower in most cities. The tobacco and alcohol components were unchanged in all centres except in Saskatoon-Regina. Here a 1.2 per cent increase reflected higher cigarette and beer prices. The health and personal care and the recreation and reading indexes registered mixed movements across the country.

City indexes are not as comprehensive in price content as the Canada consumer price index and may underestimate slightly the degree of price movements occurring. In this connection, the shelter component of the city indexes moves on the basis of changes in rents only; changes in both rents and home-ownership costs are included in the Canada index. Because of home-ownership costs having increased more rapidly than rents, the housing and all-items indexes for cities have tended to underestimate somewhat the rates of price increase, particularly over long periods. Statistics Canada may ultimately incorporate home-ownership prices in city indexes.

Regional consumer price index point changes between February and March were: On the base 1961=100: Vancouver +1.0 to 137.2; St. John's +.8 to 135.7; Halifax +.8 to 135.6; Edmonton-Calgary +.5 to 138.1; Toronto +.4 to 140.1; Saskatoon-Regina +.4 to 132.6; Saint John +.3 to 135.5; Ottawa +.3 to 141.2; Montreal +.1 to 135.8; Winnipeg 138.2 (unchanged). On the base 1969=100: Québec City +.3 to 110.8; Thunder Bay -.1 to 111.1.

LABOUR LEGISLATION IN 1972

PART 5: HUMAN RIGHTS

BY SHARON A. GILLEAN

Important changes were made during the year in the human rights legislation of Alberta, Nova Scotia, Ontario and Saskatchewan. **Alberta and Saskatchewan both established a Human Rights Commission, bringing to a total of seven the number of provinces that have such Commissions** (the others are Manitoba, New Brunswick, Nova Scotia, Ontario and British Columbia).

Nova Scotia became the ninth province to add sex to the grounds on which discrimination is prohibited. Alberta now prohibits discrimination

in membership of professional associations and business or trade associations, thus following suit on legislation previously enacted in Nova Scotia, New Brunswick and Manitoba, and in Ontario for self-governing professions.

Saskatchewan amended its human rights legislation and enacted an Ombudsman Act similar in principle to the existing Acts in six other provinces. The powers of the Ontario Human Rights Commission have been increased, and the provisions and coverage of the entire Human Rights Code have been broadened. Alberta enacted the Individual's Rights Protection Act (which replaces the Human Rights Act) and the Alberta Bill of Rights.

ALBERTA

The Alberta Individual's Rights Protection Act has as its primary object the protection of an individual from discriminatory acts and practices by his fellow citizens. This Act, which was proclaimed in force January 1, 1973, replaces the Human Rights Act, while incorporating many of its provisions and making significant additions and changes—most notably the creation of the Alberta Human Rights Commission.

The new Act continues the prohibition against discrimination on the basis of race, religious beliefs, colour, ancestry, place of origin, age (40-65), sex and marital status.

The Individual's Rights Protection Act prohibits notices, signs, symbols, emblems or other representations that indicate discrimination or an intention to discriminate. This new prohibition, however, does not apply to notices identifying facilities customarily used by one sex or indicating a purpose or membership qualification of a non-profit organization composed exclusively or primarily of persons having the same political or religious beliefs, ancestry or place of origin, or displaying or publishing application forms or advertisements based on a bona fide occupational requirement, if such notices are not derogatory, offensive or otherwise improper.

The Human Rights Act prohibited discriminatory practices in any accommodation "to which the public is customarily admitted." That prohibition is now extended to any accommodation "customarily available to the public." The prohibition against discriminatory practices in renting accommodation is broadened from a building with three or more dwelling units to include any commercial unit or self-contained dwelling unit.

The equal pay provisions are transferred from the Alberta Labour Act to the Individual's Rights Protection Act. As previously, discrimination in the rates of pay for male and female employees employed by the same employer for similar or substantially similar work is prohibited.

The Human Rights Act protected all complainants and persons participating in proceedings under the Act from reprisals including eviction, discharge, suspension and expulsion. The new Act expands this protection to include intimidation, coercion, and imposition of any pecuniary or other penalty.

As it was previously, the employment prohibition relating to age does not affect the operation of bona fide retirement or pension plans, or the terms or conditions of bona fide group or employee insurance plans. Under the new Act, the employment prohibition relating to marital status also does not affect such items.

The employment prohibition relating to race, religious beliefs, colour, sex, marital status, age, ancestry and place of origin, as under the previous Act, does not apply to a refusal, limitation, specification or preference based on a bona fide occupational requirement, nor, as previously, does it apply to a domestic in a private home.

The new Act further excludes from this prohibition a farm employee who lives in the private home of the farmer who employs him. Under the Individual's Rights Protection Act, however, non-profit organizations are no longer excluded.

The prohibition against discrimination in membership has been extended to occupational associations as well as trade unions and employers' organizations. An occupational association is defined as "any organization other than a trade union or employers' organization in which membership is a prerequisite to carrying on any trade, occupation or profession."

The Lieutenant Governor in Council is authorized to make regulations requiring that provincial, municipal, school and hospital contracts classified in the regulations contain provisions for the purpose of observing, as far as possible, the provisions of the Act.

The Individual's Rights Protection Act establishes the Alberta Human Rights Commission, whose members are appointed by the Lieutenant Governor in Council and who are responsible to the Minister for the administration of the Act. The Commission also has an educational role. At the end of each year, it is required to submit a report to the Minister who, in turn, is required to place it before the Legislative Assembly.

The Commission is empowered not only to act upon receipt of a complaint, but also when it believes a complaint exists. In either case, the Commission is to notify, in writing, the party against whom the complaint is made of its intention to investigate. If the complaint is without merit, the Commission may dismiss it at any stage of the proceedings. The aggrieved person must file a complaint with the Commission within six months of the alleged contravention of the Act.

If a complaint is not settled by the Commission, the matter may be referred, upon the recommendation of the Commission, to a board of inquiry appointed by the Minister. This board is required to give all parties concerned the opportunity to be represented by counsel, present evidence and make submissions. As previously, the board is required to report within 14 days, or longer with the Minister's approval its findings to the Commission and to recommend a course of action if it finds that the Act has been contravened.

If, after 30 days, a settlement cannot be effected, the matter is to be referred to the Attorney General, who may apply within 30 days to the Supreme Court of Alberta for an order. The judge shall hold a new inquiry and may confirm, reverse or vary the findings and recommendations of the board, and may make an order directing the person against whom the finding was made to: (1) cease the contravention complained of; (2) refrain in the future from committing the same or any similar contravention; (3) make available the rights, opportunities or privileges that a person was denied by discrimination; (4) compensate a person discriminated against for all and any wages or income lost or expenses incurred; (5) take such other action as the judge considers proper to place the person discriminated against in the position he would have been in but for the contravention; and (6) pay a fine of not more than \$200 for individuals and \$1,000 for corporations, trade unions, employers' organizations, employment agencies or occupational associations.

Either party may appeal the board's findings to the Supreme Court. **Proceedings under this Act may be instituted against trade unions, employers' organizations and occupational associations.** Also, the Ombudsman Act applies to the activities of the Commission and every board of inquiry appointed under this Act.

Under the Human Rights Act, the procedures were much the same, except that inquiries were made only upon receipt by the Administrator of a complaint in writing; the Minister could issue any order he considered necessary to implement the recommendations of the

board of inquiry; only the person against whom findings were made, and not the complainant, could appeal the board's finding to the court; and the court could only confirm, reverse or vary the findings and recommendations of the board of inquiry.

The Alberta Bill of Rights is intended to protect individuals from the power of the state to make laws having discriminatory aspects. It is similar to the Canadian Bill of Rights and the Saskatchewan Bill of Rights.

NOVA SCOTIA

Nova Scotia's Human Rights Act was amended, effective September 1, 1972, to prohibit discrimination on the grounds of sex in—(1) employment, (2) conditions of employment or continuing employment, and (3) the use of application forms or job advertisements—**unless there is a bona fide occupational qualification based on sex.** Employment agencies are forbidden to discriminate on the basis of sex or to accept discriminatory inquiries from employers. In addition, trade unions, professional, business and trade associations and volunteer public service organizations are forbidden to discriminate on the basis of sex in membership.

Sex discrimination is prohibited also in public accommodation, rental or commercial and self-contained dwelling units, and transfer of property or interest in property. Previous to these amendments, discrimination was prohibited in all the above areas on the grounds of race, religion, creed, colour, and ethnic or national origin.

ONTARIO

The Ontario Human Rights Code was amended, effective June 30, 1972. Among other changes, the amending Act incorporates into the Code certain prohibitions previously dealt with by the Women's Equal Employment Opportunity Act and the Age Discrimination Act.

The provisions governing discrimination in employment, advertising for employment purposes, application for employment, and employment agencies have been extensively broadened, in many instances following the example of the Women's Equal Employment Opportunity Act; and the scope of the entire Code has been widened by adding sex and marital status as prohibited grounds. **Prohibitions against discrimination have been extended to self-governing professions.**

Under the new provisions, no person shall refuse to: refer or recruit any person for employment; dismiss or refuse to employ or to continue to employ any person; refuse to train, promote or transfer an employee; subject an employee to probation or apprenticeship, or enlarge a period of probation or apprenticeship; establish or maintain any employment classification or category that by its description or operation excludes any person from employment or continued employment; maintain separate lines of progression for advancement in employment or separate seniority lists where the maintenance will adversely affect an employee; or discriminate against any employee with regard to any term or condition of employment because of

race, creed, colour, age, sex, marital status, nationality, ancestry or place of origin of such person or employee., **"Age" here means any age of 40 years or more, and less than 65.**

The impact of these new provisions becomes clear when it is noted that under the previous Code, an employer was prohibited only from refusing to employ or to continue to employ any person, or discriminate against any person, with regard to employment or any term or condition of employment because of his race, creed, colour, nationality, ancestry, or place of origin. Provisions of the Women's Equal Employment Opportunity Act, which related only to sex and marital status, formed the basis of the new provisions of the Code described above.

Under the Code, an employer is prohibited from publishing, displaying, circulating or broadcasting, or causing or permitting to be published, displayed, circulated or broadcast, any words, symbol or other representation that directly or indirectly indicate that race, creed, colour, age, sex, marital status, nationality, ancestry or place of origin is or may be a limitation, specification or preference for a position or employment.

Moreover, any person is prohibited from publishing, displaying, circulating or broadcasting, or causing or permitting to be published, displayed, circulated or broadcast, any advertisement for a position or employment for or on behalf of an employer that contains any words, symbol or other representation or that is under a classification or heading that indicates, directly or indirectly, that

race, creed, colour, age, sex, marital status, nationality or place of origin is or may be a limitation, specification, or preference for the position or employment.

Another provision prohibits any person from using or circulating any form of application for employment or making any written or oral inquiry that expresses, either directly or indirectly, any limitation, specification or preference as to race, creed, colour, nationality, ancestry, or place of origin of any person, or **that requires an applicant for employment to furnish any information concerning race, creed, colour, nationality, ancestry or place of origin.**

Also, an employment agency is prohibited from discriminating against any person because of race, creed, colour, age, sex, marital status, nationality, or place of origin in receiving, classifying, disposing of, or otherwise acting upon, applications for its service, or in referring an applicant or applicants to an employer or anyone acting on his behalf. **This last provision concerning employment agencies is new, in that it previously did not include sex and marital status as grounds for this type of discrimination.**

The provisions relating to discrimination, limitation, specification or preference for a position or employment based on sex or marital status do not apply where sex or marital status is a bona fide occupational qualification and requirement for the position or employment.

The domestic servant exclusion has been modified to exclude a domestic employed, or to be employed, in a single-family residence (previously, in a private home). Further, the new provision in the Human Rights Code prohibiting discrimination with regard to any term or condition of employment on the grounds of age, sex or marital status does not apply to any bona fide superannuation or pension fund, or to any bona fide insurance plan (life, accident, sickness, disability) until a day to be named by the Lieutenant-Governor. An inquiry is currently being conducted in this area, however.

The Code's provisions with regard to the prohibition of discrimination on the basis of race, creed, colour, nationality, ancestry, and place of origin in public accommodation have been expanded to include any housing accommodation or commercial unit, instead of any self-contained dwelling unit as previously.

The Ontario Human Rights Commission's powers have been increased. The Commission may approve special programs designed to increase employment of members of a class or group of persons. Programs designed to increase employment among minority groups and women, for example, and which have received the Commission's approval, are deemed to be non-discriminatory.

The Commission is now authorized to initiate complaints if it has reason to believe that the provisions prohibiting discrimination have been contravened. The Commission's powers of inspection and inquiry have been increased, and penalties are provided for obstruction. Maximum penalties under the Act have been increased

from \$500 to \$1,000 for an individual, and from \$1,000 to \$5,000 for a corporation. The Ontario Women's Bureau, established under the now defunct Women's Equal Employment Opportunity Act, will continue as a division of the Commission, and can exercise the powers of the Commission in matters pertaining to discrimination on the grounds of sex and marital status.

SASKATCHEWAN

The Saskatchewan Fair Employment Practices Act forbids discrimination in employment (including job advertisements, application forms, inquiries and the use of employment agencies) and trade union membership on the grounds of race, religion, religious creed, colour and ethnic or national origin.

The Act was amended, effective November 1, 1972, to prohibit such forms of discrimination on the basis of sex; however, employment classifications or categories that exclude persons "from employment or continued employment on the grounds of sex where the work or position cannot reasonably be performed by persons of that sex" may be established or maintained. The enforcement of this Act has been transferred to the Human Rights Commission. Similar amendments were made also to the Fair Accommodation Practices Act and the Saskatchewan Bill of Rights Act.

The Saskatchewan Human Rights Commission Act established a Commission to administer (subject to the direction of the Attorney General) the Fair Employment Practices Act, the Fair Accommodation Practices Act, the Saskatchewan Bill of Rights Act, and any other legislation assigned to it,

and to carry out an educational role. The Commission is involved also in the enforcement of the equal pay provisions of the Labour Standards Act. The Commission is to consist of between three and five members appointed by the Lieutenant-Governor in Council. Appointment is for a five-year term, and reappointment is possible. Provision is made also for the appointment of a Director of Human Rights, who would be the chief executive officer and secretary of the Commission.

Enforcement of the legislation is initiated upon oral or written complaint by any person. The Commission itself, or a person designated by it, must inquire into the complaint and endeavour to effect a settlement. If a settlement is not reached at this informal conciliation stage, the Commission must report to the Minister. The Commission may direct a formal inquiry or, if this is not done, the Minister may direct the Commission to conduct a formal inquiry. All parties must be given full opportunity to be heard. If a settlement is not reached, and the complaint is found to be supported by evidence, the Commission may order the contravenor to comply with the law and to rectify any injury caused to any person, or to make compensation for the injury.

Any party to a formal inquiry may appeal the Commission's order to a judge of the Court of Queen's Bench within 30 days on a question of law or fact or both. The decision of the judge is final.

Formerly, under the Fair Employment Practices Act, a formal written complaint by the aggrieved person was to be made to the director, and under the other two Acts, any person could complain to the Minister. An inquiry into the complaint was not mandatory, and the formal inquiry was conducted by an ad hoc commission. Orders requiring compliance could be issued by the Minister only under the Fair Employment Practices Act; under the other two Acts, the Minister could publish the Commission's findings if he saw fit.

The Saskatchewan Human Rights Commission Act establishes heavy fines for failure to comply with an order: \$100 to \$500 for individuals, and \$400 to \$2,000 for corporations and other legal entities. Trade unions and employers organizations are deemed legal entities for this purpose.

The Government of Saskatchewan also passed the Ombudsman Act whose provisions, on the whole, are similar to those of the six other Canadian Ombudsman Acts. This Act is yet to be proclaimed in force.

(The foregoing article is the fifth in a series of six reports describing developments in Canadian labour legislation during the year; included is legislation enacted before December 31, 1972. Part 6 will deal with labour relations. When the series is completed, the reports will be collated and reprinted under the title: **Developments in Labour Legislation, 1972.**)

(Mrs. Gillean is a member of the Legislative Research Division of the Department's Legislative Research Branch.)

THE STATUS OF WOMEN: WHERE IS IT AT?

"The immediate future for Canadian women is overcast, with a few sunny periods," according to Anne Francis, who, as Florence Bird, served as chairman of the Royal Commission on the Status of Women.

On the plus side, she points to the five women in the House of Commons, one of whom is in the Cabinet, and a growing sensitivity among the general public concerning equal opportunities for women. On the negative side, she notes that, although a great effort is being made to train and promote women to executive positions in the public service, **she does not see any great immediate improvement in the status of women in the private sector.**

Although women's rights "were the great neglected issue in the 1972 election campaign," she says "they could become red-hot in forthcoming elections, if women's groups began to organize for political action now." As if in response to her forecast, there was a record turnout of Members of Parliament to hear the annual brief presented by the National Council of Women to the Prime Minister and the Cabinet.

The Council pointed out that **1975 is International Women's Year**, when the position of women in the various countries of the world will be assessed. "It would seem appropriate that the Government of Canada should, insofar as it lies within its legislative competence, enact the necessary legislation,

and insofar as it lies within its jurisdiction, the Government's actual performance should be such that equality of status for the women of Canada may be achieved by that date."

The Council's 37-page brief covered 15 resolutions; nine dealt with the status of women; the remainder—dealing with ecology, consumer education and the problems of youth—reflect the Council's concern with matters that touch on the stability of the family.

The first of the nine "status" resolutions dealt with implementation of recommendation 166 of the Royal Commission on the Status of Women, which **calls for a federal status-of-women council.**

The Council pointed out the need for a national status-of-women council, proposing that the new body would: (1) be responsible to Parliament; (2) advise on matters pertaining to women, and report annually on the progress being made in improving the status of women in Canada; (3) undertake research and suggest research topics for governments, private business, universities, and voluntary organizations; (4) establish programs to correct attitudes and prejudices adversely affecting the status of women; (5) propose legislation, policies and practices to improve the status of women; and (6) consult with women's bureaus or similar provincial organizations, and with voluntary associations concerned with the problems of women.

The Council went on to urge the federal Department of Manpower and Immigration to develop practices that would increase the number of women in managerial, upgrading, and technical training programs, and that would help to end occupational sex-typing.

The brief asked also that the National Housing Act be amended to make **provisions for day-care centres**, and permit the inclusion of space for day-care centres in housing developments, including university buildings (LG 1971, p. B33). A national policy supporting the provision, expansion and improvement of day-care services was called for, along with recognition of day care as a service industry that should be subject to the regulations, controls and incentives of other bona fide industries.

The Council pointed out that "self-supporting mothers with dependent children represent a major category among the nation's poor and ... society has a moral obligation to alleviate the physical and mental strain in the sole-support parent situation. The National Council of Women of Canada requests the Government of Canada to implement, with top priority, **a guaranteed annual income to be paid to the heads of all one-parent families with dependent children.**"

Citing Senator Fergusson's Bill S-20, an amendment to the Criminal Code as it applies to Jury Service for Women, the Council called for immediate amendment of the code so that men and women could serve on an equal basis in criminal cases, and so that the jury selection process would prohibit the exclusion of any groups on the grounds of race, marital status, sex, political or religious affiliation, and economic or social status. The Government was requested also to **appoint more women judges to courts** within its jurisdiction.

Recognizing that "there is a need to inculcate patriotism and an appreciation of our heritage in Canada," the Council recommended that the Government "**give an opportunity to youth to contribute, voluntarily, one year of service to Canada,** without phasing out present programs of naval, army and air cadets. (The Council's recorded vote on this resolution was 145 for and 134 against.)

The Council asked also for provisions in the National Housing Act for incentives for the construction of sewage treatment facilities, and

recommended that the Government refuse to grant loans for collector or sewage treatment systems unless they are fully efficient. The brief called for establishment of a national water policy, as well as for provincial-municipal research programs into effective methods of waste retrieval and recirculation.

The brief called attention to the fact that in some cases, married women cannot qualify for student loans except with their husbands' endorsement, and that women can be prevented from appearing on juries in proportionate numbers, even though they are, by law, entitled to serve on juries. It took up also the case of the "vagrant" woman. According to the brief, the vagrancy sections of the Criminal Code "open the door to arbitrary application of the law by the police, and place women under the potential control of the police." The Council insisted that vagrancy and prostitution are social—not criminal—problems, and it asked the Government to repeal the vagrancy sections of the Criminal Code and to provide an adequate fund to support facilities and programs designed to rehabilitate female prostitutes and prevent young girls from becoming prostitutes.

On the non-medical use of drugs, **the Council asked the Government to refrain from legalizing marijuana until there has been more social and scientific research into its use.** "As this resolution was in part a reiteration of national policy," the brief continued, "it was agreed that the committee of officers formulate a statement ... "that this convention go on record as reiterating Council policy, which policy includes: rehabilitation rather than punitive measures; no criminal record for users; severe penalties for trafficking; and establishment of research and treatment centres."

BILL 63

Quebec's Bill 63, Council on the Status of Women Act, is slated for second reading, possibly in June. Introduced by Mme Claire Kirkland-Casgrain, Bill 63 calls for the setting up of a "body for study and consultation ... respecting matters concerning the equality and respect of the rights and status of women." The organization would hear petitions and suggestions from individuals and groups, and would provide information on any matter affecting the status of women in Québec.

Members of the body would be appointed by the Lieutenant-Governor in Council and would be representative of women's groups, socio-economic organizations, labour unions and universities.

ABORTION

Although 1973 started out well for those in favour of legalized abortion, with the U.S. Supreme Court ruling that no state can interfere with a woman's right to obtain one during the first twelve weeks of pregnancy, there was no promise in Canada of any change in Parliament's attitude toward abortion.

In April, Grace MacInnis, NDP, Vancouver-Kingsway, raised the subject in the House. "Mr. Speaker, my question is for the Minister of Justice. In view of the fact that the Criminal Code requires that abortions be performed only in accredited or approved hospitals with the sanction of a hospital board, and because in many areas the refusal of hospitals to establish such abortion boards creates a situation where other hospitals are overloaded, or where women must travel to other provinces or other countries to seek an abortion, or fall into the hands of illegal or incompetent practitioners, will the Government consider removing abortion from the Criminal Code, thus making possible the establishment of clinics where legal abortions can be performed by competent physicians?"

Justice Minister Otto Lang: "No, Mr. Speaker, we do not intend to take action to remove it from the Criminal Code. I should add that I do not see anything in the Criminal Code which requires any hospital or individual to participate in abortions."

The Royal Commission had recommended that abortion be a private matter between a woman and her doctor. And Commission Chairman Francis, in a speech delivered to an Ottawa feminist organization, The Women's Vote, stated that **abortion "is a matter of individual conscience. We should not confuse religion with law.** The law should not prevent abortions for those who need them and whose consciences are clear."

In reply to a woman who commented that "some of us feel the abortion law is like any other law against murder," she cautioned that "We must not let ourselves be separated. I understand that you have to go your way in this respect. Stay with us on the rest."

J.D.A.

As the Gazette goes to press, federal Labour Minister Munro announced the formation of the Advisory Council on the Status of Women, with Dr. Katie Cooke as chairman.

FULFILMENT ON THE JOB: POSSIBLE GOAL OR IMPOSSIBLE DREAM?

BY GEORGE SANDERSON

The diagnosis and measurement of job satisfaction was the theme of a symposium sponsored by the Canada Department of Labour, and held in Ottawa on March 19 and 20. It was the first time the federal Government had brought together a group of internationally eminent behavioural scientists to explore the possibilities of monitoring the quality of employment.

Titled "Social Indicators of the Quality of Working Life," the conference was attended also by government officials, labour spokesmen and business executives.

Five major papers were presented, and discussion centred on: (1) the usefulness of social indicators for public and private decision making; (2) the applicability of existing research techniques; (3) technical problems still to be overcome; and (4) new directions for research. The delegates were concerned primarily with why certain questions were being asked, and now one might go about answering them, rather than with what the probable answers might be.

Labour leaders have yet to be convinced, however, that the quality of employment deserves the kind of attention it has been receiving from government, academics, and the mass media. Seppo Nousianen, Assistant Research Director

for the Canadian Labour Congress, asked whether one could generalize that there is widespread worker discontent on the basis of a few "visible" cases, confined mainly to plants where work is highly repetitive. "If unions have not given the problem a great deal of attention, it may be because there is no problem," he said.

Though a number of unions are trying to "humanize" the workplace by placing greater emphasis on social, psychological and environmental concerns, as opposed to economic considerations, most continue to believe that good wages, generous fringe benefits and reasonable working conditions remain the basic goals.

Richard Shore, a U.S. Department of Labor official, believes that **dissatisfaction with employment**, reflected in rising rates of absenteeism, turnover and poor workmanship, **is not as prevalent as the mass media would have us believe**—a view shared by Stanley E. Seashore, a professor of psychology at the University of Michigan, who stated that "over a span of several decades, estimates of the proportion of 'dissatisfied' workers in the U.S. workforce generally, or in specific occupations, have remained surprisingly low and only moderately variant."

Agreeing with Nousianen that only a small percentage of the workforce is in "deadly" jobs, Hans Adler, an economist with Statistics Canada, argued that **"in certain areas, we should not worry about work satisfaction, but about abolishing work."** Gil Schonning, a former Canadian Labour Attaché to Britain, **is convinced, however, that worker unrest is growing, and that technology is creating an ever-widening gap between what workers want to do and what is expected of them.** The same view was expressed by Prof. Richard E. Walton of Harvard University's Faculty of Business Administration. Walton foresees a general trend toward more employee alienation as a result of rising expectations brought about by rising levels of education, wealth and security; decreased emphasis on obedience to authority; a decline in achievement motivation; and a shift in emphasis from individualism to social commitment.

Robert Fortier, a Northern Electric executive, warned delegates of the dangers of "reaching for the unattainable." He believes that it is important to differentiate between the search for happiness and the search for work effectiveness. We should, in his opinion, concentrate on the latter. He remarked that unions have generally tended to limit negotiations to those things their members enjoy away from work—pay, holidays and pensions, for example.

Harold Thayer, a member of the International Association of Machinists, complained about the absence of "workers" at the symposium. He thought that the discussions were relevant only to organized labour, not to workers in general who do not always share



John Munro, Minister of Labour, Bernard Wilson, Deputy Minister, Harry Waisglass, Alan Portigal.

the views of union leaders. Walton noted that the **unions tend to be suspicious of initiatives from academe or management for improving the quality of working life.** "They have hangups about ideas coming from the outside, but they will have to redesign their programs to respond to a wider range of quality-of-working-life attributes," he added. Unions with homogeneous memberships will do more in this regard, according to Arthur Kruger, Professor of Economics at the University of Toronto.

Seashore noted that until recently, most programs have been concerned with minimum standards rather than optimum ones, and with indirect action to soften the effects of substandard employment. He argued that, as a domain of direct action and public policy, **the quality of employment can, and should in some circumstances, have priority over economic and technological indices of the quality of life.**

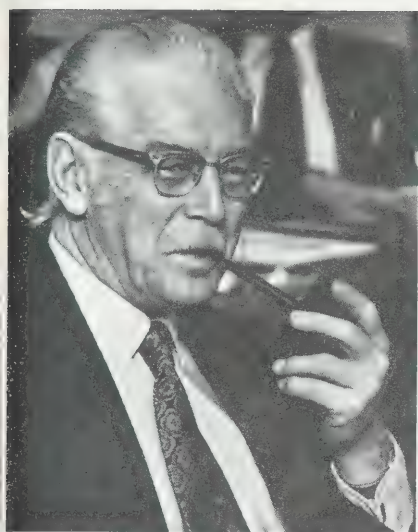
"There is still prevalent the traditional view that the quality of employment in a society, aside from minimum welfare protection, is fully determined by the state of production, coupled with the implacable forces of economic process," he observed. "Although it is undoubtedly true that constraints on the quality of employment arise from technology and the general state of the economy, it is also known in reverse that the quality of working life may impinge upon the technology and economy of a firm or industry, and probably upon the whole of society.

"Job satisfaction and dissatisfaction are of interest in the long run, not so much as intrinsic ends to be maximized or minimized by society," he continued, "but because they affect behaviour, and thus have important social implications."

Our prevailing concepts of job satisfaction have serious limitations, however. Most people think satisfaction is caused primarily by the job itself, excluding the larger environment. It has often been treated as a relatively static state of the person, without attention to time and to the implications of past events or future consequences, Seashore declared.

Members of the workforce are not wholly uniform in their perceptions of, or responses to, "objective" working conditions. Many feel and report satisfaction with jobs that on the face of it do not deserve that kind of attitude, being grossly deficient in pay, safety, security, intrinsic interest, and other qualities that are normally valued. Others experience and report dissatisfaction with work situations that display nearly all the attributes that are generally valued by society. In other words, **the individual assesses his job and work environment as HE perceives them according to his own needs, preferences and expectations—hence the need for both "subjective" and "objective" indicators in monitoring the quality of employment.**

Seashore emphasized the fact that **people are not constant in their responses to working conditions. Job satisfaction is a dynamic process,** he said, "a desired state that is continuously experienced and maintained, if possible, within a continuously changing environment and within a continuous flow of changes in the individual." An initially challenging job, for example, may become less so as the occupant gains competence through experience. Similarly, a man's pay may be highly satisfactory until he acquires a wife and child.



Stanley E. Seashore

"The occurrence of job dissatisfaction is quite a normal and inevitable thing, and, within limits, a desirable thing for society, in that dissatisfaction is temporary for the individual and stimulates necessary societal adaptations and changes," Seashore added. "If this view is valid," he continued, "then we can anticipate that gross rates of job dissatisfaction in any large and diverse society may remain quite stable, or at least display changes that are slow in developing and limited in range. This will be a 'dynamic' stability concealing a good deal of change as to who is dissatisfied and for what reasons."

When satisfaction is not present, the individual seeks and normally achieves some kind of accommodation. The work role, moreover, is not the only role played by most people. Other aspects of life, particularly the marriage relationship, have important influences on overall happiness.

Seashore outlined **the strategies people usually adopt to minimize job dissatisfaction.** An employee may: (1) modify his expectations to bring them into consonance with what he perceives to be the realities of his situation and of feasible alternatives; (2) alter his perceptions of the situation and of himself to attain consonance between his values and his work experience; (3) resign himself to the situation, usually preserving self-esteem by pinning the blame on others or on the "system"; (4) respond with aggressive attitudes or acts (counterproductive behaviour); (5) alter his values or seek fulfilment in off-work activities; and (6) change jobs or leave the workforce.

If a person's happiness is not based solely on the hours he spends at work, and if people can resort to various devices to make their work situation fulfil more of their needs, then why be concerned about developing social indicators of the quality of working life? Seashore put forward a number of reasons for this concern:

(1) pathological accommodation to job dissatisfaction, if sufficiently persistent and widespread, can threaten the stability of society and prevent it from accomplishing its goals; (2) the social costs of pathological adjustments can be a serious drain on the resources of society; (3) in a changing world, a high value must be placed on society's ability to adapt quickly and easily to events that alter the kinds of work that need to be done, and therefore the structure of jobs, organizations and occupations; and (4) every society needs to have an early alert capacity for detecting dislocations in the system and considering remedial action."

Seashore emphasized that the function of social indicators must go beyond the mere description of society to the point of stimulating and guiding action toward agreed social changes. He outlined the "feasible and necessary uses" of indicators as being: (1) To locate "hot spots" in society. "The quality of employment in a society is never uniform," he explained, "and a prevailing high level of quality can conceal segments of society that are grossly disadvantaged." (2) To designate legislative priorities. "Legislation of a controlling (minimum standards) or enabling (program funding) kind is often designed and enacted in a vacuum as to reliable information about the extent, nature and location of target problems," he said. (3) To find out whether the intended objectives of programs have been achieved, and to determine what unintended consequences may develop. (4) To promote realistic bargaining. "It is a common complaint on the part of both management and labour people that bargaining tends to be limited to matters of short-run implication and to familiar issues involving 'hard' information—for example, pay and hours," he observed. "Realistic bargaining regarding non-monetary conditions (career opportunity) and the environments of jobs (work improvement, and areas of worker determination) only rarely enter into negotiations, despite awareness of their importance to workers," he added. Seashore believes that "familiarity with the nature of social indicators and the technology for their use is essential if the future needs of society are to be met in this regard."

But social indicators of the quality of working life would have limited usefulness in predicting industrial conflict, according to Richard Walton. "Instances of industrial conflict in our society (including strikes and unauthorized walk-outs) often are nothing more than tactical or strategic acts called by union leaders who are striving to secure economic concessions or attempting to consolidate their leadership positions," he declared.

"A high rate of worker alienation may explain increased absenteeism, and turnover, industrial accidents and resistance to rules, but it is not the only explanation," Walton said. "The labour market affects turnover rates. Similarly, a rise in union militancy may reflect a welling-up of negative feelings, but it may also result from tactical considerations. Rebelliousness of the rank and file may result from the growing insensitivity of union leaders, rather than from the frustrations induced by work.

"If the labour movement becomes responsive to the full range of aspirations of workers now blunted by work circumstances, there will be a relatively larger number of work stoppages in the context of collective bargaining," he predicted. But if the unions do not provide a vehicle for seeking change in many of the conditions that underlie alienation, the symptoms will, to a greater extent, take the form of antisocial or counter-productive acts by individuals, withdrawal via turnover and absenteeism, and "semi-spontaneous conflict episodes" involving groups of people.



"If priorities are to be assigned among various policies and programs intended to improve working conditions, the development and execution of the former will obviously be very costly," remarked Seashore. "To justify the cost, it must be anticipated that there will be some resulting benefit," he added. But who should be the beneficiary? "Priorities should clearly be assigned to improving the quality of employment with respect to those job facets that heighten the effectiveness of each worker. But from whose perspective should such effectiveness be judged?" he queried.

There are at least three distinct perspectives for evaluating effectiveness, according to Seashore: that of employers; that of the worker himself; and that of the community or society. Which of these three perspectives is the most appropriate is not a question

that can be answered by research, however. It is fundamentally one of values, he thinks. "No amount of research can determine whether it is 'better', for example, to have a docilely contented workforce that is underproducing to the degree that both workers and others in society suffer as a result, or to have a disgruntled, restless, unhealthy, and even angry workforce whose behaviour nevertheless continues to raise the GNP, corporate profits, and the quality of its members' lives as consumers."

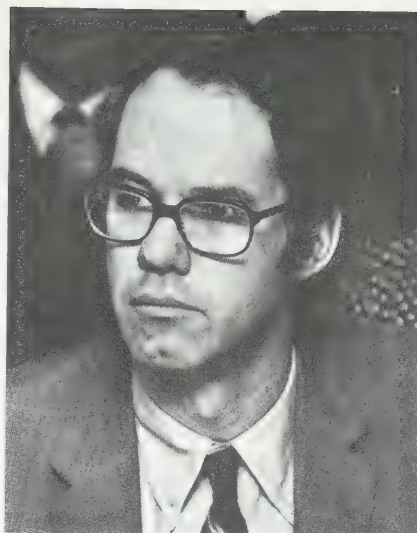
Seashore believes that research can, at best, help planners such as managers, legislators and labour leaders to **recognize which perspectives may at present be incompatible.** "Employers, for example, might suggest that priority

be given to those working conditions that directly affect the productivity of their employees. This view, however, is a very narrow one, unless it is known that other desired outcomes will follow on the heels of rising productivity."

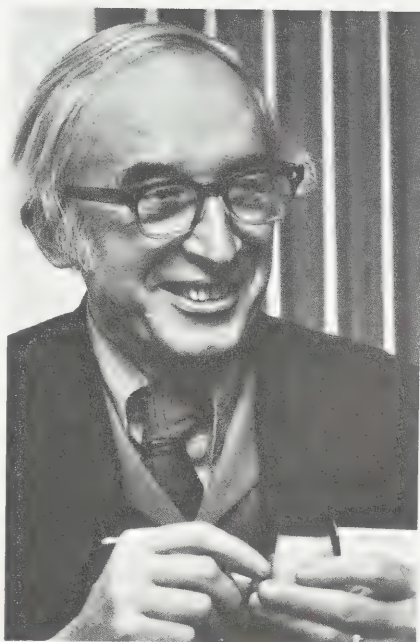
The conclusion he arrived at is that "Priorities might profitably be assigned to measuring and improving those working conditions that are relevant to all three perspectives." Seashore mentioned work-related illness or injuries as a case in point. They are important to the ill or injured worker, represent a cost to his employer (in terms of sick pay or filling the worker's position while he is recovering), and are costly to society (in terms of a drain on the nation's scarce medical resources).

Walton asserted that **efforts to measure and improve the quality of working life must be at the establishment level, on an organization-by-organization basis**, rather than in the form of broad surveys. It is possible, at the level of a single organization, to involve local management and union officials in the assessment process, and therefore increase their commitment to action.

"The union may resent an academic or management study," he noted, "because it would interfere with an important union function: evaluating and articulating employee dissatisfaction. Management may be defensive about an assessment of the quality of working life because the problems exposed might reflect unfavourably



Richard E. Walton



Raymond A. Bauer

upon its handling of personnel; and it may worry about the study stirring up employee feelings and raising their expectations." The next step would be to decide whether the quality of employment in the organization warranted remedial action. Walton believes that **changes should be confined initially to one unit of the organization**. Employees and managers could agree to a "sheltered experiment." They would suspend contractual provisions and other customary practices for that unit only, evaluate results, and then decide whether the new policies and practices should be adopted throughout the organization and made permanent.

Companies should consider "social reporting" as they already do financial reporting to the public or to shareholders, according to Raymond A. Bauer, a professor of business administration at Harvard University. A firm's actions might be evaluated in the light of how they serve its various constituencies: employees, customers, the community, and society at large.

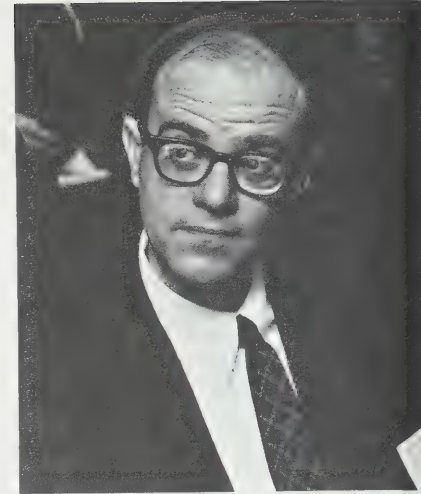
Though the concept of a corporate social audit is still "a vision that at some future time corporations will assess their 'social' performance in as systematic a manner as they now assess their financial performance, **companies should seriously consider social reporting at least for internal purposes, said Bauer**. This would promote greater awareness of internal problems and lead to solutions or to prevention.

Gary H. Johncox, a MacMillan Bloedel executive, agreed that a **social audit** would be useful for internal purposes, to locate problems within the firm, but he thought it **would be irrelevant in the context of collective bargaining**, because unions preferred to devote their energies to negotiation of hard-core bargaining issues, rather than become involved in the more oblique social areas. Though most companies would like to be socially responsible, they cannot afford to—at least not right now, he added.

Nousianien remarked that social auditing done from the firm's perspective would merely be a public relations job designed to fool the public into believing that a company was being a good corporate citizen. He emphasized the need for both employee and public participation in the process. Bauer replied that people were not as gullible as Nousianien thought, and that social auditing is a far cry from public relations. He mentioned the case of a company that carried in its annual report an item on the accident rate in the plant, pointing out that the rate had doubled. Harry J. Waisglass, Director General of Research and Development for the Canada Department of Labour, expressed confidence that **the data gathered in a social audit would help an organization to manage its conflicts with all groups.**

What role should government play in monitoring the quality of working life? Shore reported that the U.S. Government has been conducting in-depth research in this area to determine what might be done to enhance the quality of employment. Though his Government is interested in devising a means of monitoring job satisfaction, new directions in policy or legislation are unlikely at present, he said. American efforts are currently restricted to gathering more reliable data, clarifying issues, and helping to devise effective strategies for adjusting to change. Shore expressed the hope that such information would help unions and management to make more constructive decisions.

Although he agreed that vigorous efforts should be made to improve the quality of working life, Norman M. Bradburn, professor of behavioural sciences at the University of Chicago, questioned the role of government in this endeavour. "Though I think that considerable research efforts will be required before we understand fully the factors that determine the quality of employment for different people, **I do not see a set of social indicators as an appropriate or useful government activity,**" he said.



Norman M. Bradburn

"Government certainly has a role to play in labour relations and in working toward the improvement of working conditions," Bradburn admitted. But he thinks this is a more restricted role than would be implied by the adoption of a social indicator scheme designed to measure changes in the quality of working life. **Improving the work environment is a matter for individuals, either singly or in collective bargaining, to work out for themselves with their employers,** he declared.

"Policies that are implemented to improve the quality of employment could not be expected to have uniform consequences," Bradburn said. "Because government policies are expected to be universal, they must be formulated and executed in a manner applicable to everyone who meets the specified conditions of the policy. They do not allow for individual differences.

"In a free society, national goals—and attendant government policies to achieve them—are only possible and proper in areas where general outcomes are widely desired, and similar causal factors have similar effects," he explained. **"Full employment, economic growth and probably a fully healthy population are possible goals for which rational policies could be properly formulated and implemented;"** but "in something like work conditions, it is not even theoretically likely that a uniform policy would have uniform consequences." Moreover, data collection on a systematic, continuous basis, is a major undertaking that would require substantial resources, he added.

Yet, in order to maintain satisfactory adjustments to changes in economic, social, technical and environmental factors, **labour and management need objective and timely research information,** according to Waisglass. He is convinced that **efforts must be made now to cope with future areas of industrial conflict.**

The "esoteric" symposium, as it was described by one observer, was part of the Department's new industrial relations research initiatives program, the overall aim of which is to **assist unions and employers to improve their collective bargaining relations by making essential research resources available to them.** It would be better if the latter had adequate research resources of their own, Waisglass agreed; but, in the absence of such resources, one of the first



tasks of the New Initiatives Projects is to figure out what and how necessary research services can be provided to help create a more positive and emotionally satisfying work environment.

The Department's efforts in this direction should not be construed as an intervention in the private affairs and responsibilities of employers and unions, he suggested.

These efforts **represent a non-legislative approach to industrial relations problems** based on the premise that "good industrial relations cannot be legislated," and that the best way for a government to help improve the collective bargaining climate, and the lot of the worker generally, is to support the voluntary efforts of labour and management.

WINDS OF CHANGE: THE MCGILL CONFERENCE

Should strikes be allowed during the term of a contract? Are negotiations slipping out of the hands of labour and management because of complicated legal procedures? Did the Ontario government's legislation to end the elevator strike set a precedent by defining certain private operations as essential services?

These were some of the questions asked when industrial relations leaders from across Canada gathered in Montreal for the 22nd annual conference of the McGill Industrial Relations Centre. "Winds of Change from the Provinces, and New Priorities in Labour Relations" formed the theme of the conference, which was planned and directed by Frances Bairstow, Director of the Centre. Six separate sessions dealt with topics of



Frances Bairstow

immediate or emerging importance in Canada—the need to define "essential" services, the new provincial labour legislation, and developments affecting the arbitration of grievances.

The principal session of the conference dealt with new industrial relations legislation in Nova Scotia, Alberta and Manitoba. Ray Anderson, Nova Scotia's Deputy Minister of Labour, called attention to such changes in the Provinces new Act as a model arbitration provision to be included, where necessary, in a collective agreement that does not already contain a final-settlement provision.

One of its important features is the selection of a single arbitrator, rather than a three-man board, to deal with cases. A legal strike or lockout can now take place 14 days after presentation by a conciliation officer, instead of the previous 21 days. In cases in which a conciliation board is involved, a strike or lockout can take place after seven days. The Minister of Labour must be given 48 hours notice before action can take place, however, and the conciliation process must be repeated if the right to strike or lockout is not exercised within six months.

These provisions do not apply to the construction industry, however. If the conciliation officer has failed to bring about an agreement in that industry, and either 90 days has elapsed since notice to bargain was received in the case of a first agreement, or the termination date of an existing agreement has passed, a strike or lockout can take place. The provisions for conciliation boards do not apply to the construction industry, but the 48-hour notice to the Minister, and the right to strike or lockout before the six-month expiry period are both in effect in the industry.

The Labour Relations Board is now authorized to decide certain matters by separate consultation with the Chief Executive Officer, without having to meet as a group. This procedure, limited to cases involving interim cease-and-desist orders regarding work stoppages and other uncontested cases, is also used by the Construction Industry Panel.

A trade union outside the construction industry can now apply to be certified as a bargaining agent for a unit if it claims to have not less than 40 per cent of that unit as members in good standing. After receipt of an application, the Board may dismiss it if it is satisfied that the union is not supported by 40 per cent of the unit applied for. If support is between 40 and 50 per cent of the unit, the Board must order a vote. If support runs between 50 and 60 per cent of the employees, the Board has the option to order a vote if it is judged necessary. At least 60 per cent of the employees must participate in the vote, and the Board may certify a union if it has majority support.

A dissident group of employees may apply for revocation of the union certification by providing that either the union is not adequately fulfilling its responsibilities to the employees, or that it no longer represents the majority. A provision in the Act also prohibits certification of a union that discriminates against any person because of sex, race, creed, colour, nationality, ancestry, or place of origin.

Accreditation provisions in the Act are applicable only to the construction industry, and an employer's organization claiming to represent the unionized employers in a geographic area engaged in a particular sector of the industry may apply for accreditation as the sole collective bargaining agent for all unionized employers in that sector of the industry and geographic area. This differs from other jurisdictions in Nova Scotia where application can be made for all unionized employers in a geographic area without reference to a trade sector.

D. I. Gardner, Deputy Minister of Labour for Alberta, outlined some trends in that Province's legislation. Although constrained by the fact that, at the time of the conference, Alberta's Labour Bill had not been introduced in the legislature, he cited some of its main concerns.

In an attempt to speed the resolution of disputes, the Government has introduced into the new Act provisions that will extend the notice period for commencement of negotiations, encourage earlier use of improved departmental services for the parties during the term of an agreement, and give more flexibility in mediation, conciliation and dispute settlement machinery. Additional provisions will aim at preventing employers from establishing related companies for the purpose of avoiding established rights, terms and conditions of employees and bargaining agents under certification, registrations in the construction industry, and collective agreements.

Alberta's Act will also contain changes intended to eliminate difficulties encountered in the new collective bargaining concept that accredits construction employer organizations under a registry system.

The changes are intended to bring more stability to construction industry negotiations in Alberta.

Gardner indicated that Alberta does not intend to implement technological change legislation as adopted by a number of other jurisdictions, as no justification is seen for such action at this time. Employers and workers are encouraged, however, to deal with problems through the collective bargaining process in advance, in order to minimize the effects of layoffs and displacement.

The new Manitoba Labour Relations Act, effective last January 1, has "weathered its first few months," according to Murdoch MacKay, Chairman of the Manitoba Labour Board. Most of the changes made in the legislation have been procedural and not structural, said MacKay.

The unfair practices portion, designed to discourage employers' efforts to prevent union organization among employees, has worked well, and without any major complaints. One section of the Act, not yet used, prevents an employer from disciplining a worker for taking part in a secondary boycott—for example, by refusing to give service to another industry while that industry's workers are on strike. The employer need not pay employees who are involved in a secondary boycott, but he cannot discharge them. Management is opposed to one part of the Act that puts the onus on it to prove innocence in industrial disputes, said MacKay.

The speaker alluded to other new provisions included in the Act: discrimination within unions is disallowed; unions cannot expel members for refusing to take part in an illegal strike; all employees within a bargaining unit are required to pay union dues, a provision designed to prevent situations in which workers vote for the certification of a union and then refuse to join it; certification of a bargaining unit can be voted on if this is requested by 35 per cent of the employees eligible for inclusion in the unit; employers can appear at certification boards only on the question of union applicability; and strikes and lock-outs are allowed the day after an agreement ends, and may take place during negotiations. This latter provision, MacKay said, has speeded settlements and encouraged serious negotiations.

Joel Bell, Director of Research for the **Royal Commission on Labour Legislation in Newfoundland and Labrador**, addressed the conference on some aspects of the Commission's report.

It recommended the creation of area councils structured to represent unorganized labour, their employers and some public-interest presence in the implementation of existing labour standards approaches. The councils would hear and investigate complaints, then attempt to settle them. Local conditions or possible legislative revisions would be reported by the councils to the Minister of Labour or to specified administrative bodies. The report also postulated that the councils might become useful forums for the application of more advanced standards legislation, such as the protection of unorganized employees from unjust dismissal.

Acknowledging that collective bargaining is usually opted for if it is conveniently available to workers, Bell added that factors like "chronically high unemployment, the fundamental absence of acceptance by some employers of collective bargaining, and very small and scattered units of employees, all militate against the operation of collective bargaining." He described collective bargaining in such a setting as unsuited to the fulfillment of labour policy objectives.

On the other hand, **the Commission had urged that care be taken to avoid a structure that could create power blocs capable of distorting the outcome of collective bargaining.** Strong trade unionism or powerful employers could form pockets of power that would affect wage determination, causing a lag among unorganized workers in the distribution of benefits. To avoid such power blocs, the Commission had rejected accreditation for construction employer organizations, because such an organization would require the government to combine it with a tripartite bargaining procedure or direct government decision on the agreed-upon terms and conditions of employment.

Other proposals made by the Commission urged that **technological changes be subject to bargaining as they arise**, unless the initiating party agrees to wait until the end of the agreement, and that employers be legally permitted to hire temporary replacements during a strike if less expensive labour is available.



Hélène Le Bel

Hélène LeBel, University of Montreal Faculty of Law, presented a paper tracing Québec labour relations legislation from the 1964 enactment of Part I of the Labour Code to the present. Though first seen as the start of a series of progressive industrial reforms, LeBel said, "it now appears that the Labour Code was **not so much the beginning of a new era as it was an extreme swing of the pendulum—a summit to be quickly abandoned.**"

She then commented that no further labour legislation had been enacted since Part I, and cited cases in which the Province had withdrawn from its original stance of leaving employers and employees to settle differences with minimal government intervention. The declaration that teachers provide an essential service, and the repeated use of emergency "return-to-work" legislation were two of the more obvious examples of ever-increasing interference in bargaining, she said.

One amendment to the Act, passed in 1969, resulted in abolition of the Labour Relations Board in favour of a two-tiered system: the office of the Chief Investigation Commissioner, and the Labour Court. Although the processing of some industrial disputes had been speeded up, appeals to the Labour Court often caused long delays in settlement and many employees included in proposed bargaining units had to hire lawyers to contest the majority status of the petitioning association. LeBel claimed that such problems show the need for further revisions of the Labour Code.

In the field of public service dispute settlement, the establishment of statutory defined, province-wide bargaining units has "created a situation wherein a strike in the public sector is almost necessarily province-wide—and yet the Government refuses to tolerate such a strike," said LeBel. She ascribed the general strike of public employees in the spring of 1972 to the failure of this arrangement of bargaining units.

The adoption of Bill 19, which ended the general strike and forced a resumption of services in the public sector, has created a dilemma in which employees are compelled either to agree with the Government or to let the Government decide by decree, she added.

Labour-management relations in the Québec construction industry have also been less than satisfactory, despite enactment of the 1968 Construction Industry Labour Relations Act, according to LeBel.

That Act, placing negotiations on a provincial or regional level, failed to make the first round of negotiations successful, and resulted in a major construction strike in 1970.

In her closing remarks, LeBel insisted **that Québec's attempts to use special legislation to correct alleged inadequacies in traditional collective bargaining systems have not been successful.** Industry-wide bargaining has failed to produce voluntary settlements in both the public sector and the construction industry, resulting in serious strikes. The use of emergency legislation has led to more direct involvement by government in negotiations—a role that has made government the major employer spokesman in contract talks. This involvement has undermined the government's credibility as a third-party, LeBel warned, and if continued, will lead to future confrontations with labour. She claimed that the large

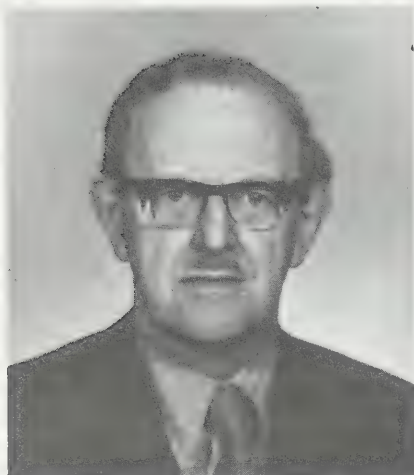
bargaining units in Québec's public service had tried to move too far too fast, and had become encumbered in their own bureaucracy.

Grievance arbitration was the subject of a paper presented by Judge Nathan Green of the Halifax Law Courts in another session of the conference. He observed that "the movement is away from judicial review, with ever greater emphasis on the finality of the arbitrator's award. This is the direction in which grievance arbitration will continue as long as the arbitrator can do his work in a manner that indicates integrity, independence and courage; as long as he possesses the intelligence to comprehend the parties' contentions; and as long as he is emphatic enough to demonstrate that he understands their significance. He must also not be hoodwinked by bluff or histrionics; and his award must be the product of reason and deliberation seated on the standards and authority that the parties entrust to him."

Green ascribed the increasing dependence on the decision of an arbitrator to the fact that his award, whether acceptable or not, may be easier to live with and may be dealt with more quickly than a judicial review. **He suggested that many cases would be settled through negotiation instead of arbitration if strikes and lockouts were legalized during the contract period.** He concluded his address by saying that he favoured judicial review of arbitration awards and that he was concerned by the shift away from judicial review.



Nathan Green



H. D. Woods

Green's presentation on arbitration was followed by a lively and interesting discussion. **Prof. H. D. Woods** of the Faculty of Management at McGill, **commented that arbitration is in a bad state in Canada because of faulty laws, not poor arbitrators.** He explained that arbitration awards are unimaginative because the arbitrator knows that his decision may undergo radical change before being implemented.

In the United States, he pointed out, arbitrators have been more flexible in their recommendations, because there is less tampering with their decisions. Like Green, **Woods advocated permitting strikes and lockouts during the contract period. This would provide for fairer settlements of arbitration grievances,** he said—and replacement of the three-man arbitration boards by a single arbitrator would further speed the processing of disputes.

Prof. John Crispo, head of the Centre for Industrial Relations at Toronto University, took issue with Woods, claiming that **legalization of strike-lockout action would only worsen present conditions.** He pointed to the United States as an example of a country

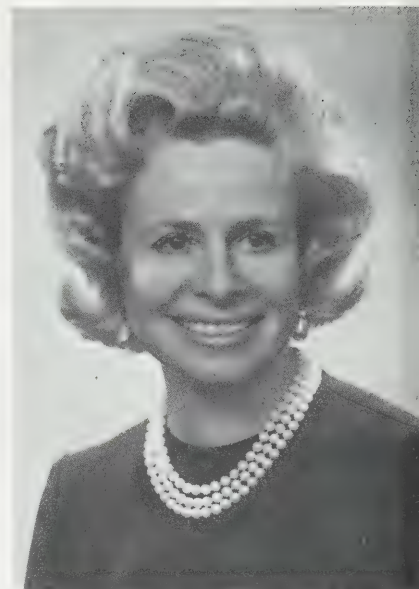
in which the possible use of such action has not eliminated lengthy and costly work stoppages. He was joined in opposing legalization of such actions **by one delegate who stated flatly that management was unanimous in opposing strikes or lockouts during the lifetime of an agreement.**

Another issue that arose out of the discussion was concern over the legal escalation taking place in arbitration procedures. Hélène LeBel charged that **present arbitration methods are unjust because companies can often afford better legal counsel than unions,** or are able to escalate proceedings to the point where unions can no longer afford to pursue legal actions.

Robert Johnston, Ontario Deputy Minister of Labour, countered **that companies, too, are sometimes unable to afford lawyers for cases of arbitration.** He cited one case in Ontario in which a company on the verge of bankruptcy was unable to afford counsel. He went on to add that, if companies or unions cannot afford legal advice, then they cannot afford the strikes or lockouts that lead to the need for arbitration.

A discussion titled, "Serving the Public Interest—Special Treatment for 'Essential' Services" brought debate on several aspects of employment in the public sector. The discussion was chaired by Prof. Shirley Goldenberg, McGill Faculty of Management.

In her presentation, **Goldenberg pointed out that an accurate definition of an "essential service" was needed,** noting that "the 'public interest' seems to have a different definition every time people are called upon to make a decision in the private, municipal, provincial or federal sectors."



Shirley Goldenberg

Goldenberg called attention also to comparability—the practice by which salaries in the public sector are scaled on a par with those in the private sector—as a vital part of public service bargaining, **and she emphasized the importance of the Pay Research Bureau in providing unbiased data to both employer and union.**

She listed some important considerations in the setting up of tribunals to deal with demands of essential service employees, among them that: (1) the tribunal should have adequate terms of reference, including comparability and relativity; (2) the awards made by the tribunal should be binding; (3) the data used by the parties and the tribunal should derive from a common research source (e.g., Pay Research Bureau), and the parties should be represented on an advisory body working with the research source; (4) no arbitration should begin until the tribunal is satisfied that there has been bargaining in good faith; and (5) the tribunal should render one report without dissent.

**Prof. Maxwell Cohen shared Gold-
enberg's interest in defining "es-
sential services."** He noted that
provincial legislation ending the
elevator strike set a precedent by
declaring a work stoppage in a pri-
vate-sector, non-regulated indus-
try as being against public inter-
ests. He asserted that governments
are being pushed toward a wider
interpretation of "essential ser-
vices," but noted a difficulty in
predicting where the government
will be directed. He added, how-
ever, that increased public hostil-
ity to work stoppages will force a
better definition.

Labour Minister John Munro, in a
banquet address at the end of the
conference, **pointed up several**

new priorities in labour relations.
Job security is of increasing impor-
tance, he said, as workers are
threatened with displacement by
machines. It is necessary to over-
come this insecurity caused by
technological change.

The importance of another prior-
ity—job satisfaction—has been un-
derlined by studies revealing the
cost of boredom and stress on
production lines. The need for
people to be meaningfully em-
ployed in work that gives them
pride is now being recognized,
Munro said. He listed **employee
participation in managerial deci-
sions** as a third priority, and noted
that, in situations in which work-
ers have been given some deci-

sion-making power, the result has
been a product of higher quality.

Having indicated these new prior-
ities in work, Munro then pre-
dicted that a greater flexibility on
the part of labour and manage-
ment would be required in the fu-
ture if such priorities were to be
met. He said that an "awakened
and more vocal" public interest is
insisting that industrial relations
problems be solved by bargaining,
not strikes. The constant exam-
ination of the quality of working
life has raised two further ques-
tions that demand answers,
Munro concluded: **What are we
going to do to aid in adjustment
to change? What will things be
like when we get there?** J.M.

NEW BARGAINING GOALS OF THE PUBLIC SERVICE ALLIANCE

**The four-day workweek has been
established as a bargaining goal** by
delegates who attended the third
national convention of the Public
Service Alliance of Canada—the
one stipulation being that "an en-
largement of daily working hours
is not favoured as a price for a
four-day week." The convention
took place in Calgary from March
16 to 30.

**Amendments to the Public Service
Staff Relations Act or the Public**

**Service Employment Act were also
called for.** These included making
the following negotiable: stan-
dards of work; work procedures;
promotion; transfer; redundancy;
re-assignment; layoff; and recall.
Additional amendments de-
manded would give bargaining
agents the right to negotiate
classification standards, make all
negotiable matters arbitrable, and
allow adjudication of all griev-
ances.

**Two internal disputes occupied
much of the convention's time.**
**The first concerned acceptance of
paid full-time union officers as
voting delegates.** A January 26 rul-
ing by President Claude Edwards
that non-elected officials could
not vote on convention issues was
overruled by delegates. Supported
by the Alliance executive, Edwards
had contended that the conven-
tion decisions should be made by
delegates, not by appointed offi-
cers, whereas opponents claimed
that the experience and knowl-
edge of the officials were of value
to the delegates.



The second dispute involved 4,000 employees of the Unemployment Insurance Commission who had been ordered to transfer their memberships from the Economic Security Employees' National Association to the Manpower and Immigration Union.

The problem arose when responsibility for the UIC was transferred, in January 1972, from the Department of Labour to the Department of Manpower and Immigration. Edwards had ruled that the transfer of reporting duties from one department to another meant that employees should change their memberships. The convention agreed by vote to overrule Edwards and to support ESENA's claim to the members.

Edwards spoke also of several problems of concern to the Alliance. **He called attention to the effect of inflation on pensions,** noting that "the continued erosion of inflationary increases in the cost of living more than offsets the present built-in escalation factor of 2 per cent annually resulting from the provisions of the Supplementary Retirement Benefits Act."

The two per cent ceiling might be adequate under normal circumstances, he said, but not under the present rate of inflation. After commenting on the reluctance of the provinces to increase the Canada Pension Plan escalation factor, Edwards urged passage of a PSAC advisory committee recommendation that would raise the ceiling to "lessen the burden of inflation on retired public servants."

He went on to criticize the decision of the Ontario Government not to provide capital funding for an Ottawa community health centre, calling it a concession to doctors who have a vested interest in the fee-for-service system of medical payment.

He also condemned low pay levels within the federal Public Service and criticized the Government's system of paying on a par with private industry. "A strict adherence to a standard of comparisons for the have-nots in the Government with the have-nots in

private industry," said Edwards "simply means that the Government have-nots continue to suffer and remain at a minimum wage level or slightly above it ... wage comparisons should be with 'good' employers."

On the issue of redundancy, new goals for PSAC bargaining team were set: (1) reassignment of laid off employees according to seniority; (2) adoption of 12-month layoff notices or redundancy programs; and (3) exaction of a no layoff guarantee from the Government.

Bargaining units were urged to fight Treasury Board's policy of regional pay rates and to ensure that Public Service pay does not fall below rates in the private sector. The Alliance endorsed also a bargaining policy that would protect unilingual public service employees, while supporting the federal bilingual program.

A motion to disband all PSAC area councils was defeated, and a request by the National Component to acquire full component rights was denied, because the component is viewed as having only a holding status.

In the Alliance elections, Claude Edwards and William Doherty were returned by acclamation as President and First Vice-President. The Second, Third, and Fourth Vice-Presidents for the new term are James Wyllie, Andy Stewart and René Prud'homme.

The convention was attended by 265 delegates representing 136,000 members in the PSAC's 16 component unions.

J.M.

A CONVERSATION WITH STEPHEN ROMAN

Stephen Boleslav Roman was born April 17, 1921, in Slovakia and came to Canada at the age of 16. He spent his first three years here on a farm, then moved through a variety of occupations, including a spell on the General Motors assembly line in Oshawa and service with the Canadian Army during World War II. In 1946, he embarked upon a series of successful mining ventures and by 1950 he was a millionaire. In the mid-fifties, he formed the uranium company that became Denison Mines, and acquired control of the world's largest economical mineable uranium deposit at Elliot Lake in Northern Ontario. He has since diversified and increased his holdings; **Fortune** magazine recently estimated his business empire at approximately \$2.5 billion. In addition to being a director of several corporations, Roman is a member of various philanthropic and cultural organizations and a prominent member of the Roman Catholic church.



Stephen Roman

"There is only one way to avert industrial conflict in our society—labour and capital must share the profits of their work." This is the view of one of Canada's better known businessmen, Stephen B. Roman, President and Chairman of Denison Mines, Toronto, and of the Roman Corporation.

Roman, a self-made multi-millionaire, admits that his view isn't shared by all industrialists or, for that matter, by many union leaders. But **society must move toward this end if it is to avoid socialism**, he insists.

Roman envisages an infinitely superior industrial relations system based not on the pursuit of "selfish objectives" but on **a responsible partnership between labour and capital** (employers). Such a partnership would, in his opinion, do away with the confrontation-type mentality that threatens to destroy our free enterprise system, and give both parties the incentive to make the system work. **"Labour would then be a self-supervisory**

element of production—which labour at the present time wants—and both sides would put the pressure on management to run the enterprise more effectively.”

He believes that the best way to foster a greater sense of responsibility in workers is to give them a share of the company profits—in addition to their wages. This would undoubtedly stimulate interest, encourage initiative, and increase productivity, Roman says.

The scheme will not be possible, however, until governments give incentives to companies sharing their profits with labour. Roman suggests also that labour pay only a nominal tax (10 or 15 per cent) on its second income, and that shareholders be taxed on the same basis. A company would set aside, after taxes, a certain portion of its profits to cover the cost of elements like depreciation, expansion and research, but split the remainder between shareholders and employees who might thereby be encouraged to use some of their additional income to buy stock in the company they work for, or in any other concern.

Unless the labour-capital problem is solved, Canada, which relies heavily on exports, will no longer be able to compete in world markets, he warns. **“We have lost track of economic realities.** No one can get something for nothing, yet too many people go to work today producing less than what they are paid for. In the end, society pays the price.”



Roman believes that Canada is at a crossroads—people must decide whether they want socialism or private enterprise. “I studied the socialist system,” he said, “and nothing in it works ... **Efficiency demands a free market place.**” He points out that socialism would also mean higher taxes. How else could government raise the capital needed to run the economy?

He expressed the view that **Canada is already “overgoverned,”** with too much bureaucracy for such a small population. “This impedes the creation of capital. When an entrepreneur can better his position and that of his immediate environment, he should be free to do it.”

Roman deplored the **“great lack of understanding between the private and public sectors** of the economy.” It is wrong, he said, to blame the creative entrepreneur for society’s ills. The betterment of society depends on such individuals, for they provide vision and initiative. “The growth of the Canadian economy is, to a significant extent, attributable to a relatively small group of enterprising

individuals,” he argued, and **Canada’s future depends on governments’ helping to create an environment conducive to initiative and responsibility.** “Canadian businesses are often sold to foreign interests or are unable to compete on world markets because government impedes the creation of necessary capital. Only with an idealistic purpose of bringing government and entrepreneurship together can we produce the type of society that will eliminate indifference and mediocrity.”

Roman described the idea of a “corporate rip-off” as an “extremely silly notion.” **The corporation is a vehicle, not a consumer.** “It exists to make a profit, but all this profit does not go to the shareholders. A very large part goes toward expanding production, providing more jobs, and streamlining operations so that the company may remain competitive. Besides, how many companies pay a dividend of more than 5 or 6 per cent? Very few.”



Commenting on the subject of job satisfaction, Roman, who once worked on an assembly line, said: "Few people are fortunate enough to have an occupation they really enjoy. Most of us experience frustrations or annoyances in our work, and **society will never have a completely satisfied individual in every job.**"

It is his firm belief that **a job is not necessarily a thing to be enjoyed**, like a game or a hobby, but a responsibility to be fulfilled. "Most people have enough leisure time to do the things they might enjoy, but few know how to use this spare time creatively, and they look to work for satisfaction or fulfilment. Work is not everything in life, however, and **society owes it to such people to help them find happiness in off-work activities.**" Roman remarked that unions are doing a poor job of helping their members to adapt to technological and social change.

"It is becoming increasingly unrealistic to expect work to be one's principal source of satisfaction," he added. "As people become more and more educated, they will become less and less tolerant of dull, repetitive jobs; but someone has to do this kind of work."

Admitting that there is a need to soften the drudgery, **he suggests shortening the workweek.** "Job enrichment has limitations," he says. "It may work for some, but not others, and it could interfere with industrial efficiency. If workers were to get part of the profits, however, they would be more interested in what they are doing."

In the responsible society he envisages, **"trade unionism will emerge as a loosely knit association** that will help solve social and industrial problems." Labour leaders are against profit sharing, he thinks, because "they are afraid



of losing their power base." He claims that the majority are "power-oriented, and do not always consider the welfare of their members." He himself was a union member for many years (United Auto Workers and the Steelworkers).

He believes that **Canadian unions should strive for more autonomy.** "We must resolve our problems our way, not the American way. **Canadian and U.S. interests are diverging,** and Canadian unions are beginning to discover that they do not have the big friends in the U.S. they once believed they had." He says Canadians cannot afford the things Americans enjoy. "The U.S. is a completely developed society with a large population. Canada may be a large country, but we have a small population. That's why things cost more to make here than south of the border. But they can't if we're to compete effectively with the U.S. and other countries."

Roman is convinced that the **future of Canada and other nations depends on the multinational corporations.** "Rather than nationalize the subsidiary in a particular country, we should internationalize the parent," he suggests.

"The parent would then act as a co-ordinator, supplying capital, management skill and technology to its subsidiaries, but not interfering with their activities."

Roman thinks that the type or nationality of our corporations will have little effect in improving our lot as long as our system has two warring factions—labour and capital. "I, for one, completely disagree with economists who think that economic growth and a real increase in personal income can be achieved within the framework of our present-day society. The trend toward higher wages and lower productivity will prevent us from achieving our national purpose."

Roman believes that only through the kind of system he advocates will labour be able to claim any part of the supervisory responsibility for its members, and only through this kind of arrangement can labour participate in management. He emphasizes, however, that **this ideal cannot be achieved through legislation.** Only through free negotiations between capital and labour, within a framework of complete government co-operation, can we move toward a better deal for both the parties and society.

G.S.

BOOK REVIEWS

ORGANIZED LABOUR AND PRESSURE POLITICS, by David Kwavnick, McGill-Queen's University Press, Montreal and London; 287 pages.

Written by a professor of political science at Carleton University in Ottawa, this book deals with interaction between the Canadian Labour Congress and the Canadian Government. Studying the CLC as a pressure group, the author has attempted to show the extent of the CLC's mandate to speak for its members, as well as to define the legitimate goals and practices that it can pursue without "incurring censure, either formally or informally."

A number of interesting theories are put forward by Kwavnick. One is that pressure groups and the Government have a mutual need for one another. The CLC, for example, needs the Government to put the demands of its members into effect, because the Government acts for the public as a whole. The Government needs the CLC as an indicator of the opinions held by a large part of the population—opinions on which

compromise and consensus have already been worked out within the membership.

He also concludes that the CLC and the Government, although opposed on many issues at an official level, have boundaries that limit their behaviour toward one another. Kwavnick claims that "interest-group leaders are themselves an interest, and as such, they share common interests and problems and co-operate to their mutual advantage in numerous joint endeavours . . . These interests, as well as those of the other participants in the process of group politics, lead them to seek stability and predictability in their relations with each other and with the outside world. This cannot be attained if they are constantly engaged in bitter life-and-death struggles among themselves. Consequently, the life-and-death struggle has been all but banished from the realm of group politics."

Kwavnick suggests, too, that the main purpose of the CLC is not to act as the national voice of labour, as it claims. He notes that the Government acknowledges the

CLC as spokesman for its member unions, but does not consider its mandate to extend beyond matters of labour policy, as the CLC claims it does. Kwavnick adds that the successful demands put by the CLC to the Government are limited to those that are acceptable to the general public. "Within the limits set by the underlying climate of opinion," he writes, "interest groups may hawk their wares with some hope of success; beyond it, they are doomed to failure." For this reason, says Kwavnick, CLC influence on Government policy is limited.

The main purpose of the CLC, Kwavnick contends, is to police and control raiding between member unions rather than to act as their national spokesman. He argues that the existence of a rival organization is the greatest challenge to any interest group, for it threatens to undermine that group's membership. By forming a national body, like the Congress, labour unions create an authority to rule on membership disputes between affiliated unions, and this function is the Congress's primary concern.

J.M.

GENERAL TOPICS

EMPLOYMENT REVIEW, MARCH

In March there were 8,996,000 persons in the labour force, of which 8,388,000 were employed, and 608,000 unemployed, **Statistics Canada reports**. There was an increase of 119,000 in the seasonally adjusted employment level for full-time workers compared with an increase of 132,000 in February. The increase in full-time work occurred mainly among men, 101,000. The decline in the level of employment for part-time workers, 36,000, was similar to the decline last month. By age groups, the seasonally adjusted participation rate increased for persons 25 years and over and showed no change for persons 14-24 years of age. Regionally, the seasonally adjusted participation rates increased in the Atlantic Region by 1.2, in Québec by 0.5, and in the Prairies by 0.2. British Columbia showed no change and in Ontario there was a decrease of 0.3. The seasonally adjusted unemployment level declined in all regions and was more pronounced in Québec, 13,000.

EMPLOYMENT

The seasonally adjusted level of employment increased for the sixth consecutive month. The increases have been more pronounced in the past three months, reaching 8,733,000 in March. Employment for married men age 25-54 rose to 3,175,000 and the employment level for married women advanced to 1,282,000. Employment for persons age 14-24 increased for the sixth consecutive month. On a seasonally adjusted basis, the employment level increased in all regions except in Ontario, where, after strong gains in recent months, it decreased. Both the Atlantic and Québec regions showed large increases.

UNEMPLOYMENT

The seasonally adjusted unemployment level decreased by 28,000 to 512,000 in March, the third successive decline. The level of unemployment for married men age 25-54 also decreased, falling to 112,000. By duration, both the long- and short-term seasonally adjusted unemployment levels fell. For the long-term unemployment, this was the fourth consecutive month of decline and for the short-term, it was the third consecutive month.

UNEMPLOYMENT RATE

The seasonally adjusted unemployment rate for Canada decreased substantially from February to 5.5 in March, the lowest rate since March 1970 when it was 5.4. The rates decreased for all major age-sex groups. The rate for married men 25-54 years of age fell to 3.4. It continued to decrease in all regions. Between February and March, the rate fell by 0.6 in Québec, 0.5 in the Atlantic region and British Columbia, and 0.2 in Ontario and the Prairies. By age groups, the rate decreased by 0.4 for persons 14-24, for persons 25-54 by 0.3, and for persons 55 years and over by 0.5.

PARTICIPATION RATE

The seasonally adjusted participation rate for Canada increased for the fifth consecutive month. It was 57.7 in March.

EMPLOYMENT REVIEW, FEBRUARY

Employment increased between January and February, and unemployment decreased. The unemployment rate declined from 6.2 to 5.9.

EMPLOYMENT

There was an increase in employment to 8,639,000, distributed among all main age-sex groups. The increase was in full-time work and occurred in all regions. A year ago the level was 8,270,000.

UNEMPLOYMENT

Unemployment decreased from 566,000 in January to 540,000 in February, a year ago it was 515,000. The level of unemployment decreased in all main age-sex groups, and by duration there was a large decline for those seeking work between one to three months. The decline was spread among all regions.

UNEMPLOYMENT RATE

The unemployment rate decreased from 6.2 in January to 5.9 in February. A year ago it was 5.9. The rates decreased in all regions except Ontario, which showed little change.

PARTICIPATION RATE

The participation rate increased to 57.5 in February from 57.3 in January. A year ago the rate was 56.4. The increase occurred mainly among persons 14-24 years of age and women 25 years and over. The rates advanced in all regions except for the Prairie region, where it was unchanged.

U.S. EMPLOYMENT, JANUARY

The seasonally adjusted unemployment rate was 5.0 per cent in January compared with 5.1 per cent in December; the actual rate of unemployment in January was 5.5 per cent. The number of unemployed persons was 4,400,000, or 100,000 fewer than in the previous month. The civilian labour force was 85,718,000.

UNEMPLOYMENT INSURANCE

During January 1973, there were 51,350 investigations finalized across Canada. Of these, there were 24,696 on premises investigations and 16,281 selective investigations to verify the fulfilment of statutory conditions. The remaining 4,580 formal investigations and 5,793 post audit investigations were in connection with claimants suspected of making false statements to obtain benefits.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 3,588.

Prosecutions were commenced in 105 cases, all against claimants.

During February 1973, there were 51,980 investigations finalized across Canada. Of these 16,743 were on-premises investigations and 23,513 were selective investigations to verify the fulfilment of statutory conditions.

The remaining 4,448 formal investigations and 7,276 post audit investigations were in connection with claimants suspected of making false statements to obtain benefits.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 4,076. Prosecutions were commenced in 141 cases, all against claimants.

JUNE CREDITS

Photos. NFB: Cover, p. 352, 359, 362, 364, 373, 386, 389, 391, 395. The Public Archives of Canada: p. 356. Murray MacGowan Photographer, Ottawa: p. 356. Scott Photography, St. Catharines: p. 367, 368, 370. Murray Mosher, Photo Features, Ottawa: p. 387, 389, 390. Business and Industrial Photographers, Montreal: p. 392. Varkony Studio, Montreal: p. 396. Brian Fernerty, Calgary: p. 398. International Press, Toronto: p. 399. G/V Photography, Toronto: p. 400, 401.

CORRECTION

On page 182 of the March issue of The Labour Gazette, the total civilian labour force for the week ended December 9, 1972 is shown as 4,929,000. This should have read 8,929,000.

CONCILIATION

During March the Minister of Labour appointed conciliation officers to deal with the following disputes:

National Harbours Board, Halifax, N.S., and Public Service Alliance of Canada (representing the National Harbours Board Police Association Group) (Conciliation Officer: C. A. Ogden).

Wakehead Track Installation Company, Thunder Bay, Ont., and Canadian Brotherhood of Railway, Transport and General Workers, Local 32 (Conciliation Officer: A. J. Koppel).

Royal Canadian Mint, Ottawa, Ont., and Public Service Alliance of Canada (Conciliation Officer: J. A. Fisher).

New Brunswick Broadcasting Company Limited (CHSJ-TV, CHSJ-Radio), Saint John, N.B., and International Association of Broadcast Employees and Technicians (Conciliation Officer: R. L. Kervin).

Pacific Pilotage Authority, Vancouver, B.C., and Pacific Pilotage Employees' Union, Local 1678, ILC (Conciliation Officer: D. H. Cameron).

Eastern Provincial Airways (1963) Limited, Gander, Nfld., and Maritime Airline Pilots' Association (representing a unit of employees of the Traffic Division) (Conciliation Officer: W. J. Gillies).

National Harbours Board and National Harbours Board Police Brotherhood, Port of Montréal (Conciliation Officer: G. R. Doucet).

Chapman Transport Limited, Kelowna, B.C., and General Truck Drivers and Helpers' Union, Local 31 and Teamsters' Union, Local 213 (representing office employees) (Conciliation Officer: G. W. Rogers).

Baton Broadcasting Limited (CFTO-TV), Agincourt, Ont., and Toronto Newspaper Guild, Local 87, American Newspaper Guild (Conciliation Officer: K. Hulse).

National Harbours Board, Halifax, N.S., and International Longshoremen's Association, Local 1843 (Conciliation Officer: R. L. Kervin).

Atomic Energy of Canada Limited and Atomic Energy Allied Council (comprising ten various unions representing employees at the Chalk River Nuclear Laboratories and also the International Association of Machinists and Aerospace Workers, Lodge 608 that represents specified hourly rate employees of the Whiteshell Nuclear Research Establishment at Pinawa, Man.) (Conciliation Officer: T. B. McRae).

Aqua Transportation Limited, Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officer: D. H. Cameron).

Maritime Employers' Association (acting for and on behalf of the Shipping Federation of Canada Inc.), Port of Saint John, N.B., and International Longshoremen's Association, Local 273 (Conciliation Officers: C. A. Ogden and R. L. Kervin).

Settlements by conciliation officers. REA Express (Canada) Ltd., Cooksville, Ont., and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: M. K. Carson) (LG, May, p. 334).

M. J. Campbell, Inc., Weston, Ont., and General Truck Drivers' Union, Local 938 (Conciliation Officer: H. A. Fisher) (LG, May, p. 334).

Canadian Arsenals Limited (Small Arms Division, Long Branch), Toronto, Ont., and Canadian Union of Operating Engineers, Local 101 (Conciliation Officer: M. K. Carson) (LG, May, p. 335).

Canada Catering Company Limited, Gander, Nfld., and Retail, Wholesale and Department Store Union, Local 1060 (Conciliation Officer: W. J. Gillies) (LG, May, p. 334).

Cassiar Asbestos Corporation Limited, Clinton Creek, Y.T., and Canadian Mine Workers, Local 1 (Conciliation Officer: R. F. Langford) (LG, April, p. 249).

National Harbours Board, Port of Vancouver, and Vancouver Harbour Employees' Association (Local 517, ILWU) (Conciliation Officer: R. F. Langford) (LG, March, p. 177).

Towboat Industrial Relations Association (representing certain member towboat companies) and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. H. Cameron, assisted by Industry Specialist, D. S. Tysoe) (LG, Jan., p. 54).

Towboat Industrial Relations Association (representing certain member towboat companies) and Seafarers' International Union of Canada (Conciliation Officer: D. H. Cameron, assisted by Industry Specialist, D. S. Tysoe) (LG, Jan., p. 54).

Conciliation boards appointed. Great Lakes Pilotage Authority, Cornwall, Ont., and Public Service Alliance of Canada (LG, May, p. 334).

Rio Algom Mines Limited (Nordic Section and Quirke Section), Elliot Lake, Ont., and United Steelworkers of America (LG, May, p. 334).

Northern Industrial Carriers Ltd., Edmonton, Alta., and General Teamsters, Local 362 and General Truck Drivers and Helpers' Union No. 31 (LG, Feb., p. 106).

Air Canada and Canadian Air Line Employees' Association (representing employees of the Air Canada Finance Branch—Winnipeg) (LG, April, p. 249).

Major Railways involving Canadian National Railways and CP Rail and other short line companies and Associated Non-operating Railway Unions.

Conciliation boards fully constituted. The Board of Conciliation and Investigation established to deal with a dispute between Radio Futura Ltée (CKVL), Verdun, Qué., and le Syndicat général de la radio (CSN) CKVL (LG, April, p. 250) was fully constituted with the appointment of Pierre Dufresne of Montréal, as chairman. Mr. Dufresne was appointed by the Minister on

the joint recommendation of the other two members of the Board, company nominee Roy L. Heenan and union nominee René Chartrand, both of Montréal.

The Board of Conciliation and Investigation established to deal with a dispute between Manitoba Pool Elevators; National Grain (1968) Limited; Parrish and Heimbecker Limited; Richardsons Terminals Limited; Saskatchewan Wheat Pool; United Grain Growers Limited and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, Lodge 650 (LG, May, p. 335) was fully constituted with the appointment of Dr. Arjun P. Aggarwal of Thunder Bay as chairman. Dr. Aggarwal was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Ken Barrass, Calgary, Alta., and union nominee A. S. Tirrell, Thornhill, Ont.

The Board of Conciliation and Investigation established to deal with a dispute between Northern Electric Company Limited (Installation Western Region) and Communication Workers of Canada (LG, May, p. 335) was fully constituted with the appointment of F. G. Geddes of Toronto, as chairman. Mr. Geddes was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee S. E. Dinsdale, Q.C., Toronto, and union nominee William Walsh, Hamilton.

Conciliation board report received. Canadian National Hotels Limited (Nova Scotian Hotel), Halifax, N.S., and Hotel and Restaurant Employees and Bartenders International Union, Local 662 (LG, April, p. 250). (Full text appears in Supplement No. 1, 1973).

Conciliation boards not appointed. Les Armateurs du St. Laurent Inc., Point au Pic, Qué., and Seafarers' International Union of Canada (representing unlicensed employees aboard the M/V "Maurice Desgagnés") (Conciliation Officer: S. T. Payne) (LG, May, p. 334).

McDonald Trucking (Harrow) Limited, Harrow, Ont., and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880 (Conciliation Officer: K. Hulse) (LG, May, p. 334).

CERTIFICATION

The Canada Labour Relations Board met for two days during March. The Board granted two applications for certification, permitted the withdrawal of three, and received one application for certification.

Applications for certification granted. National Association of Broadcast Employees and Technicians was certified as the bargaining agent on behalf of a unit of production employees of FTO-TV Limited, Agincourt, Ont. The International Alliance of Theatrical Stage Employees and Mov-

ing Picture Machine Operators of the United States and Canada, Motion Picture Studio Production Technicians, Local 873, which had represented the employees affected, intervened to contest the application. The Board's decision followed the taking of a representation vote of the employees in which the names of both unions were on the ballot.

Communications Workers of Canada, Local 6, was certified as the bargaining agent on behalf of a unit of employees of Northern Telephone Limited, New Liskeard,

Ont. The Board had previously issued Reasons for Judgment accepting jurisdiction in the application for certification that was contested by four groups of employees of the company but only in respect of themselves.

Application for certification received. Whitehorse Fire Fighters' Association on behalf of a unit of employees of The Corporation of the City of Whitehorse, Yukon (Investigation Officer: A. A. Franklin).

RAILWAY ARBITRATION

Case 399. Dispute between the Québec North Shore and Labrador Railway and United Transportation Union over a brakeman/engineman trainee's pay.

The union contended that a brakeman who had worked as an engineman trainee for part of his pay period was entitled to full trainee's pay. The company contended that the employee was entitled to the trainee pay only for the time he had worked as a trainee.

The arbitrator noted that, although the agreement states that engineman trainees are paid at the rate of a set number of miles for each pay period, this has to be interpreted as simply a method of establishing a trainee's pay and cannot be applied to men who work in other classifications as well. Otherwise, a man assigned as an engineman trainee even for one second of one pay period would then be entitled to full trainee pay as well as his regular pay. The grievance was dismissed.

Case No. 400. Dispute between the Québec North Shore and Labrador Railway and the United Transportation Union over a trainman's loss of one day's pay.

The union contended that the brakeman was entitled to a 24-hour rest period. The company contended that, by booking rest, the employee had made himself unavailable for work.

The arbitrator made the distinction between "booking rest" and "booking off." His conclusion was that the grievor had properly booked rest under the terms of the collective agreement, so he allowed the grievance.

Case No. 401. Dispute between the Québec North Shore and Labrador Railway and the United Transportation Union over payment for a cancelled trip.

The union contended that the employees were justified in submitting a time claim for a cancelled trip. The company refused the claim on the grounds that the men had already been paid for "being held away from home terminal."

The arbitrator ruled that the only issue in the case was whether the grievors were entitled to payment for cancelled trips, and not whether other payments were proper. He ruled that, under the terms of the agreement, the men were entitled to the payment claimed. The grievance was allowed.

Case No. 402. Dispute between Canadian Pacific Express Limited and the Brotherhood of Railway Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over payment for overtime worked.

The union contended that the computation of overtime should have continued according to agreed practices in effect before January 1, 1972. The company disagreed.

The issue in the case was the proper calculation of an hourly rate for overtime payment in the case of employees paid on a weekly or other periodic basis, the arbitrator said. He found no express provision supporting the union's contention, and said that it would be a stretch of the agreement's provision to give it the effect of restoring an earlier provision that was not incorporated in the new contract. Therefore he dismissed the grievance.

DECISIONS OF THE UMPIRE

It is certainly not possible to obtain full employment, except in very exceptional circumstances, while at the same time taking a full course at a university," the umpire said in upholding the decision of the Board of Referees and dismissing the appeal of a claimant, who had been disqualified from receiving benefit. He was last employed as a credit manager from May 1, 1970 to September 4, 1971. He filed an application for benefit on September 6, 1971, after he became separated from his employment because he was moving to another city to attend university. His reason for termination was confirmed by his

employer on September 16. During the academic year 1970-71, the claimant said, he attended college on a full-time basis, at the same time filling the position of credit manager. From the Commission's records, he said, "it would be evident that I paid unemployment insurance contributions throughout the year." He stated that his academic timetable was very flexible and required only between 12 and 14 hours a week, and if employment was offered, he expected to work throughout the year.

On October 1, the claimant completed a "Trainee (Student) Questionnaire" showing that on September 16, 1971, he started an academic course at the University that was scheduled to terminate on April 28, 1972. He stated also that he was paying tuition fees amounting to \$648.00 for the academic year and that he was not receiving, would not receive, and had not applied for, a training allowance.

The insurance officer notified the claimant on October 8 that he was disqualified from receiving benefit from September 12, 1971, because he had failed to prove that he was available for work while attending a full-time course of instruction. (Section 25(a) of the Act).

From this decision, the claimant appealed to a board of referees on October 18, 1971. He declared that during the last college term he attended a full-time course of instruction at ... College and kept his position as credit manager; that this year his attendance schedule was almost the same as that of 1970-1971, except that he had two hours less class time; that the said schedule was quite flexible; and that he was now available for work on the same basis as in 1970 and felt that he was entitled to unemployment insurance.

The hearing by the board of referees was attended by the claimant on November 3. In his testimony, the claimant stated that according to his schedule of classes, he had Tuesday afternoon off, Thursday morning, Friday afternoon and all day Saturday; that it was necessary for him to allow time for his studies but this could be done at any time until four o'clock in the morning. The claimant said that he was not aware of any full-time jobs in the area of ... where he could work in the hours available to him, but that in the local business area and in the shopping area part-time employment could possibly be available. He had also made application at a bank and for part-time work at the University.

The board had no doubt concerning the claimant's credibility and his desire for work or his availability for part-time employment. But they considered following the Act and the jurisprudence as laid

down by Umpire's decisions that, *prima facie*, full-time attendance at a school was not consistent with availability for work—it was only when sincere efforts to find work and willingness to accept immediately suitable employment, should it become available, are demonstrated, that the presumption of non-availability is rebutted. The board concluded that the claimant was not in a position to accept immediately full-time employment, and by a unanimous vote, they decided to dismiss the appeal.

The claimant was granted leave to appeal to the Umpire. In support of his appeal, he reiterated that in the academic year 1970-1971, he attended university full-time and worked throughout that period. The claimant pointed out also that he had been informed there were several precedents in favour of his case, which he felt involved special circumstances.

There is no doubt about the claimant's good intentions or willingness to work, but he is not in a position very different from many students attending university who must help finance their courses by securing part-time employment, the Umpire said in his decision. He was fortunate in being one of the rare exceptions during the period from May 1, 1970 to September 4, 1971 when he was able to work full-time as credit manager for a business in ... and at the same time take a university course. It was unlikely, however, that he would be able to find a special situation such as this at ... a smaller town where the opportunities for employment would be more limited.

"He left his job in ... voluntarily on September 4, 1971 and went to ... for the express purpose of entering university full-time and without any assurance of obtaining employment while attending the university. Although his timetable would be flexible, it was clear that it would interfere with any regular full-time employment. He was no doubt available for part-time employment if he could find some which would fit into his schedule, but the opportunities for such employment would be somewhat restricted. In order to qualify for benefit under Section 25(a) of the Act, he must be available for work and unable to obtain suitable employment 'for any working day ...'"

The claimant made no offer to drop his university course at any time that suitable employment became available and it is, in fact, clear that his primary interest was in continuing his education on a full-time basis, which is quite proper and commendable. In doing this, he has certainly restricted his opportunities of obtaining any but limited part-time work and the fact that he was able to work full-time the year previously while attending another university in a different city in no way justifies a conclusion that he could do the same while attending ... university in ...

"I can therefore find no fault in the unanimous decision of the Board of Referees and must dismiss claimant's appeal."

PUBLICATIONS IN THE LIBRARY

ST NO. 290

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. Please indicate the publication numeral and the month listed, when requesting loans.

ABSENTEEISM

No. 1—U.S. National Center for Health Statistics. Division of Health Interview Statistics. Time lost from work among the currently employed population, United States, 1968. Washington, GPO, 1972. 44 p.

ACCIDENT PREVENTION

No. 2—U.S. Bureau of Labor Statistics. What every employer needs to know about the Occupational Safety and Health Act. [Washington, GPO, 1972] 27 p.

No. 3—U.S. Laws, Statutes, etc. Federal coal mine health and safety act of 1969. P.L. 91-173. Washington, GPO, 1972] 101 p.

CIVIL SERVICE

No. 4—Great Britain. Civil Service National Whitley Council. Joint Committee on the Fulton Report. The shape of the post-Fulton civil service. [London, HMSO] 1972. 30 p.

COLLECTIVE AGREEMENTS

No. 5—U.S. Bureau of Labor Statistics. Characteristics of agreements covering 2,000 workers or more. Washington [GPO, 1972] 78 p.

COLLECTIVE BARGAINING

No. 6—Abodeely, John E. The NLRB and the appropriate bargaining unit. Philadelphia, University of Pennsylvania, Wharton School of Finance and Commerce, Industrial Research Unit [c1971] 239 p.

No. 7—McKersie, Robert Bruce. Productivity bargaining: the British and American experience; prepared for the National Commission on Productivity by Robert McKersie, Lawrence Hunter [and] Werner Sengenberger. [Washington, GPO] 1972. 19 p.

No. 8—Public workers and public unions. [Edited by Sam Zagoria] Englewood Cliffs, N.J., Prentice-Hall [1972] 182 p.

CORPORATIONS, INTERNATIONAL

No. 9—Vernon, Raymond. The economic environment of international business. Englewood Cliffs, N.J., Prentice-Hall [1972] 254 p.

DISCRIMINATION IN EMPLOYMENT

No. 10—Commerce Clearing House. New 1972 equal employment opportunity law, with explanation. The Civil rights act of 1964 (title VII) as amended by the Equal employment opportunity act of 1972. (As passed by Congress and sent to the President on March 13, 1972) [Chicago, 1972] 71 p.

No. 11—Oaxaca, Ronald L. Male-female wage differentials in urban labor markets. [Ann Arbor, Mich., University Microfilms, 1972] 149 p.

ECONOMIC CONDITIONS

No. 12—Papers and proceedings of a colloquium, research and development and economic growth/productivity. [Washington] National Science Foundation [1972] 79 p.

ECONOMIC FORECASTING

No. 13—Long-term planning; papers presented to the Seventh Meeting of Senior Economic Advisers to ECE Governments. New York, United Nations, 1971. 206 p.

ECONOMIC POLICY

No. 14—Community economic development: problems and potentials for minority groups. John C. Weistart, editor. Dobbs Ferry, N.Y., Oceana Publications, 1972. 308 p.

ECONOMICS

No. 15—Peacock, Alan Turner. The economic theory of fiscal policy, by Alan Peacock and G. K. Shaw. New York, St. Martin's [1971] 214 p.

ECONOMISTS

No. 16—Hession, Charles Henry. John Kenneth Galbraith & his critics. Introd. by Robert Lekachman. New York, New American Library [1972] 239 p.

ELECTIONS

No. 17—U.S. Office of Labor-Management Policy Development. Union election cases under the Labor-management reporting and disclosure act, 1966-1970. [Washington, GPO, 1972] 152 p.

EMPLOYEES—RATING

No. 18—Morrisey, George L. Appraisal and development through objectives and results. Reading, Mass., Addison-Wesley Pub. Co. [1972] 140 p.

EMPLOYEES—SELECTION

No. 19—Conference Board. Staffing systems; managerial and professional jobs, by Ruth G. Shaeffer. [New York, 1972] 121 p.

EMPLOYMENT MANAGEMENT

No. 20—McGregor, Douglas Murray. La dimension humaine de l'entreprise. Traduit par J. Ardoino et M. Lobrot. Préface à l'édition française de J. Ardoino. Nouveau tirage. Paris, Gauthier-Villars, 1971 [c1969] 205 p.

No. 21—Singer, Edwin James. Human resources; obtaining results from people at work [by] Edwin J. Singer and John Ramsden. London, New York, McGraw-Hill [1972] 197 p.

FRINGE BENEFITS

No. 22—Thorne Group Ltd. Fringe benefit costs in Canada, 1971. Toronto, 1972. 32 p.

GUARANTEED ANNUAL INCOME

No. 23—Cohen, Wilbur Joseph. Social security: universal or selective? [by] Wilbur J. Cohen [and] Milton Friedman. Washington, American Enterprise Institute for Public Policy Research [1972] 114 p.

No. 24—Moynihan, Daniel Patrick. The politics of a guaranteed income; the Nixon Administration and the Family Assistance Plan. New York, Random House [1973] 579 p.

INDUSTRIAL DISPUTES

No. 25—The Strike: for & against. Introduction by Harold H. Hart. New York, Hart Pub. Co. [1971] 249 p.

No. 26—Thieblot, Armand J. Welfare and strikes; the use of public funds to support strikers, by Armand J. Thieblot and Ronald M. Cowin. Foreword by Herbert R. Northrup. Philadelphia, Industrial Research Unit, Wharton School of Finance and Commerce, University of Pennsylvania; distributed by University of Pennsylvania Press [1972] 276 p.

INDUSTRIAL HEALTH

No. 27—New York (State). Department of Labor. Health and safety personnel in industry in New York State. [Albany, N.Y.] 1972. 51 p.

INDUSTRIAL RELATIONS

No. 28—California public employee relations, June 1972. Berkeley, University of California, Institute of Industrial Relations, 1972. 49 p. Partial contents.—A report and commentary on unit determination, by Harold S. Rosen [and Edward Reith.—State employer employee relations, initiative measure, by Marion Ross.

No. 29—California public employee relations, November 1972. Berkeley, University of California, Institute of Industrial Relations, 1972. 56 p. Partial contents.—The scope of bargaining controversy: substantive issue vs. procedural hangups, by Don Vial.—Recent developments in California public jurisdictions.

No. 30—Conference on Labour New York University. 24th, 1971. Proceedings. New York, Matthew Bender [1972] 355 p.

INDUSTRY—SOCIAL ASPECTS

No. 31—Conference Board. Current trends in public affairs, by William R. Bradt. New York, 1971. 17 p.

No. 32—Conference Board. Social responsibility and the small company: some perspectives, by James K. Brown. New York, 1971. 21 p.

ABOUT LAWS AND LEGISLATION

No. 33—Canadian Association of Administrators of Labour Legislation. Statistics and Research Committee. Report of the Fourteenth annual meeting, Halifax, Nova Scotia, July 23-25, 1972. [Ottawa, Canada Dept. of Labour, 1972] 161 p.

ABOUT ORGANIZATION

No. 34—Drache, Daniel, ed. Quebec—only the beginning; the manifestoes of the Common front. Toronto, New Press, 1972. 72 p.

ABOUT SUPPLY

No. 35—Gallaway, Lowell Eugene. Manpower economics. Homewood, Ill., R. D. Irwin, 1971. 257 p.

ABOUT UNIONS

No. 36—Dobbs, Farrell. Teamster rebellion. New York, Monad Press, 1972. 190 p.

ABOUT OFF SYSTEMS

No. 37—Canadian Pulp and Paper Association. Industrial Relations Section. Lay-off clauses. [Montreal] 1972. 88 p.

MARRIED WOMEN— EMPLOYMENT

No. 38—Spencer, Byron Grant. Determinants of the labour force participation of married women: a micro-study of Toronto households. Hamilton, Ont., McMaster University, Department of Economics [1972] 29 p.

MINIMUM WAGE

No. 39—Quebec (Province). Department of Labour and Manpower. Research Branch. Co-ordination of social aid policies and the minimum wage versus the ability of enterprises to meet wage increase. Quebec, 1972. 63 p.

No. 40—U.S. Bureau of Labor Standards. State minimum wage laws: a chartbook of basic provisions. [Washington, GPO] 1972. 11 p.

PENSIONS

No. 41—Great Britain. Department of Health and Social Security. Strategy for pensions; the future development of State and occupational provision. London, HMSO, 1971. 40 p.

RAILROADS

No. 42—U.S. Bureau of Labor Statistics. Railroad technology and manpower in the 1970's. Washington, GPO, 1972. 90 p.

UNFAIR LABOUR PRACTICES

No. 43—Master Printers of America. Two worlds; the restrictive practices of printing trade unions. Arlington, Va., 1971. 57 p.

WAGE POLICIES

No. 44—Conference Board. Aspects of incomes policies abroad, by John Hein. New York, 1972. 57 p.

WAGES AND HOURS

No. 45—Chapman (H.V.) & Associates Limited. Management compensation in Canada, 1971/72; a report on compensation in thirty-three senior and middle management positions. Toronto, 1972. 192 p.

No. 46—Conference Board. Top executive compensation [by Harland Fox. New York, 1972] 74 p.

WOMEN

No. 47—Reyburn, Wallace. The inferior sex. Englewood Cliffs, N.J., Prentice-Hall [1972] 235 p.

WOMEN—LEGAL STATUS, LAWS, ETC.

No. 48—Chafe, William Henry. The American woman; her changing social, economic, and political roles, 1920-1970. New York, Oxford University Press, 1972. 351 p.

No. 49—Women in the work force; proceedings of a conference sponsored by the Division of Personnel Psychology of the New York State Psychological Association, November, 1970. New York. Edited by Mildred E. Katzell and William C. Byham. New York, Behavioral Publications, 1972. 76 p.

WORK SATISFACTION

No. 50—Sheppard, Harold L. Where have all the robots gone? Worker dissatisfaction in the '70s [by] Harold L. Sheppard and Neal Q. Herrick. New York, Free Press [1972] 222 p.

LABOUR STATISTICS

Principal Items	Date	Amount	Percentage Change	
			from Previous Month	Previous Year
(in thousands)				
TOTAL CIVILIAN LABOUR FORCE*				
Week ended March 24, 1973		8,996	+ 0.6	+ 3
Employed.....	March	8,388	+ 1.3	+ 4
Agriculture.....	"	429	+ 8.9	+ 5
Non-agriculture.....	"	7,959	+ 0.9	+ 4
Paid workers.....	"	7,427	+ 1.0	+ 5
At work 35 hours or more.....	"	6,600	+ 0.8	+ 3
At work less than 35 hours.....	"	1,303	- 5.7	- 2
Employed but not at work.....	"	485	+ 38.2	+ 55
Unemployed.....	"	608	- 8.2	- 5
Atlantic.....	"	81	- 6.9	+ 1
Québec.....	"	218	- 7.2	- 0
Ontario.....	"	161	- 5.8	- 13
Prairie.....	"	74	- 8.6	-
British Columbia.....	"	74	- 8.6	- 9
Without work and seeking work.....	"	563	- 7.1	- 6
On temporary layoff up to 30 days.....	"	45	- 8.2	+ 9
INDUSTRIAL EMPLOYMENT (1961 = 100)†.....	December	129.4	- 2.6	+ 2
Manufacturing employment (1961 = 100)†.....	"	122.6	- 2.5	+ 2
IMMIGRATION.....	1st 9 mos. 1972	86,787	-	-
Destined to the labour force.....	"	42,417	-	- 10
STRIKES AND LOCKOUTS				
Strikes and lockouts.....	February	91	+ 2.2	+ 16
No. of workers involved.....	"	16,048	+ 30.3	- 42
Duration in man days.....	"	201,110	+ 7.6	- 15
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†.....	December	151.93	- 1.2	+ 7
Average hourly earnings (mfg.)†.....	"	36.9	+ 1.4	+ 8
Average weekly hours paid†.....	"	38.6	+ 4.7	+ 5
Consumer price index (1961 = 100).....	"	143.3	+ 0.7	+ 5
Index numbers of weekly wages in 1961 dollars (1961 = 100)†.....	"	132.2	- 4.4	+ 3
Total labour income (Millions of dollars)†.....	"	4,940.0	-	+ 4
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100).....	February	208.9	+ 2.0	+ 10
Manufacturing.....	"	204.9	+ 2.1	+ 10
Durables.....	"	236.5	+ 1.8	+ 10
Non-durables.....	"	180.0	+ 2.5	+ 10
NEW RESIDENTIAL CONSTRUCTION**				
Starts.....	February	8,880	+ 79.4	-
Completions.....	"	12,391	+ 77.3	-
Under construction.....	"	-	-	-

*Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.

†Advance data.

‡Preliminary.

**Centres of 10,000 population or more.

STRIKES AND LOCKOUTS

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to 10 or more man-days. The number of workers involved includes all workers reported on strike or lockout, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

STRIKES AND LOCKOUTS, 1968-1973

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	Per Cent of Estimated Working Time
1968.....	559	582	223,562	5,032,730	0.32
1969.....	566	595	306,799	7,751,880	0.46
1970.....	503	542	261,706	6,539,560	0.39
1971.....	547	569	239,631	2,866,590	0.16
1972.....	492	532	690,667	7,848,360	0.43
1972—February.....	35	78	28,095	238,030	0.16
March.....	42	89	231,431	365,950	0.24
April.....	44	95	233,060	1,832,300	1.31
May.....	57	109	62,854	936,540	0.59
June.....	66	127	131,278	1,214,620	0.75
July.....	42	100	94,666	1,104,230	0.71
August.....	34	86	36,209	617,060	0.36
September.....	45	95	33,340	462,470	0.32
*October.....	31	78	29,501	419,520	0.27
*November.....	37	92	32,703	368,520	0.24
*December.....	19	78	11,318	155,220	0.11
1973—January.....	30	89	12,318	186,830	0.12
February.....	31	91	16,048	201,110	0.14

Preliminary. †Revised.

STRIKES AND LOCKOUTS, FEBRUARY, 1973, BY INDUSTRY (PRELIMINARY)

Industry	Number Beginning During Month	In Effect During Month		
		Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	1	1	1,300	16,900
Fishing & Trapping.....	1	1	1,350	16,200
Mines.....	1	4	926	12,390
Manufacturing.....	14	42	6,939	88,280
Construction.....	2	11	1,890	36,760
Transportation and utilities..	5	11	1,176	11,390
Trade.....	3	9	1,446	12,470
Finance.....	—	—	—	—
Service.....	4	10	973	6,100
Public administration.....	—	2	48	620
ALL INDUSTRIES.....	31	91	16,048	201,110

STRIKES AND LOCKOUTS, FEBRUARY, 1973, BY JURISDICTION (PRELIMINARY)

Jurisdiction	Number Beginning During Month	In Effect During Month		
		Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	—	6	651	14,210
Prince Edward Island.....	—	—	—	—
Nova Scotia.....	3	3	724	1,780
New Brunswick.....	1	3	166	2,620
Quebec.....	6	21	3,656	43,440
Ontario.....	12	37	4,631	60,930
Manitoba.....	—	3	84	1,680
Saskatchewan.....	1	3	266	1,240
Alberta.....	—	2	240	4,800
British Columbia.....	6	18	5,073	66,680
Federal.....	2	5	557	3,730
ALL JURISDICTIONS.....	31	91	16,048	201,110

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, FEBRUARY 1973 (PRELIMINARY)

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, FEBRUARY 1979 (PRELIMINARY)						
Industry			Duration in Man-Days		Starting Date	Major Issues Result
Employer		Workers Involved	Accu- mulated		Termination Date	
Location	Union		December			
Forestry						
LOGGING						
MacMillan Bloedel Ltd., Port Alberni, B.C.	Woodworkers Loc. 1-85 (AFL-CIO/CLC)	1,300	16,900	16,900	Feb. 12 —	IWA wants the contractor and sub-contractors to join the union—
FISHING & TRAPPING						
Fisheries Associa- tion of B.C. Vancouver, B.C.	United Fisher- men and Allied Workers 7313-126 (Ind.) 7313-118 (Ind.)	1,350	16,200	16,200	Feb. 11 Feb. 24	Price per ton and quota p catch—Return of fisherme when agreement reached.
Mines						
METAL						
Lornex Mining Corp, Highland Valley, B.C.	Steelworkers Loc. 7619 (AFL-CIO/CLC)	400	8,000	66,400	July 3 —	Hours of work—
Mines de la Madeleine, Ste Anne des Monts, Que.	Steelworkers Loc. 7381 (AFL-CIO/CLC)	153	3,060	11,480	Nov. 13 —	Wages, employment polic length of contract—
St. Lawrence Columbium & Metals Corp., Oka, Que.	Steelworkers Loc. 7579 (AFL-CIO/CLC)	158	1,110	3,640	Jan. 10 Feb. 12	Wages, security, classifi tion—Not reported.
NON-METAL						
International Minerals & Chemical Corp., Esterhazy, Sask.	Oil Workers (9-982) (AFL-CIO/CLC)	457	3,200	9,140	Jan. 15 Feb. 12	Wages—Not reported.
Duval Potash, Company, Saskatoon, Sask.	Steelworkers Loc. 7458 (AFL-CIO/CLC)	215	220	220	Feb. 28 —	Wages, job classification—
Manufacturing						
FOOD & BEVERAGES						
Dare Food (Biscuit Division) Ltd., Kitchener, Ont.	Brewery Workers Loc. 173 (AFL-CIO/CLC)	380	7,600	71,590	May 26 —	Wages, hours—
Bonavista Cold Storage Ltd., Bonavista, Nfld.	Food Workers Loc. 1253 (AFL-CIO/CLC)	357	8,330	63,790	June 29 —	Wages, hours, overtime p paid holidays—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, FEBRUARY 1973 (PRELIMINARY) (CONT.)

Industry			Duration in Man-Days		Starting Date	
Employer						Major Issues
Location	Union	Workers Involved	December	Accu- mulated	Termination Date	Result
Hershey Chocolate of Canada, Smith Falls, Ont.	Retail, Whole- sale Employees Loc. 461 (AFL-CIO/CLC)	153	3,060	3,830	Jan. 25 —	Wages—
Calvert of Canada, Amherstburg, Ont.	Distillery Workers Loc. 73 (AFL-CIO/CLC)	250	4,250	4,250	Feb. 6	Job allocation issue—
Hiram Walker & Sons Ltd., Winfield, B.C.	Distillery Workers (202) (AFL-CIO/CLC)	126	1,130	1,130	Feb. 16 —	Parity with Ontario plant—
Hiram Walker & Sons Ltd., Windsor, Ont.	Distillery Workers Loc. 61 (AFL-CIO/CLC)	600	300	300	Feb. 28 —	In support of B.C. plant—
TEXTILES						
Bruck Mills Ltd., Sherbrooke, Cowansville, St-Jean, Que.	Textile Workers Union of America (1960, 16-71)	1,100	14,300	14,300	Feb. 10 —	Wages and hours of work—
FOOD						
MacMillan Bloedel Ltd., Red Band, B.C.	Woodworkers Loc. 1-217 (AFL-CIO/CLC)	190	3,800	33,400	June 19 —	Not reported—
Canadian Forest Products, Hunting-Merritt, B.C.	Woodworkers Loc. 1-427 (AFL-CIO/CLC)	200	4,000	23,200	Sep. 13 —	Protest against the suspension of fellow workers for alleged slowdown—
Northwood Pulp Sawmill Div., Prince George, B.C.	Woodworkers Loc. 1-424 (AFL-CIO/CLC)	250	5,000	27,000	Sep. 25 —	Not reported—
PAPER						
Scott Maritimes Ltd., New Glasgow, N.S.	Pulp and Paper- mill workers Loc. 440 & 440-A (AFL-CIO/CLC)	240	960	960	Feb. 20 Feb. 24	Employees picketed as a result of suspension of fellow workers —Not reported.
PRIMARY METALS						
Newfoundland Steel Co., St. John's, Nfld.	Steelworkers Loc. 7144 (AFL-CIO/CLC)	150	3,000	8,100	Dec. 12 —	Demanding the withdrawal of a warning given to an employee for refusing to work improperly assigned job—
A-1; Mainland, Letson & Burpee; Reliance, Vancouver area, B.C.	Steelworkers (6721) (AFL-CIO/CLC)	300	2,700	2,700	Feb. 16 —	Not reported—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, FEBRUARY 1973 (PRELIMINARY) (CONT.)

Industry			Duration in Man-Days		Starting Date	Major Issues Result
Employer		Workers Involved	Accu- December mulated		Termination Date	
Location	Union					
Ontario Malleable Iron Co. Ltd., Oshawa, Ont.	Steelworkers Loc. 1500 (AFL-CIO/CLC)	300	300	300	Feb. 28 —	Wages shorter work week, pro- tective contract language—
METAL FABRICATING						
Lockwell & Forge Products Ltd., Montreal, Que.	Steelworkers Loc. 2366 (AFL-CIO/CLC)	160	3,200	31,840	Jul. 25 —	Not reported—
Firestone Steel Products of Canada Ltd., London, Ont.	Auto Workers Loc. 27 (CLC)	300	6,000	8,700	Jan. 19 —	Wages, other benefits—
MACHINERY						
McKee Bros. Ltd., Elmira, Ont.	Steelworkers (AFL-CIO/CLC)	148	2,960	6,220	Jan. 2 —	Wages, length of agreement—
TRANSPORTATION EQUIPMENT						
Ferguson Industries Ltd., Pictou, N.S.	Steelworkers Loc. 4702 (AFL-CIO/CLC)	400	400	400	Feb. 7 Feb. 8	Sympathy strike for an em- ployee who was dismissed—N reported.
Dominion Auto Accessories Ltd., Windsor, Ont.	Auto workers Loc. 195 (CLC)	176	1,230	1,230	Feb. 20 —	Cost of living and fringe ben- fits—
NON-METALLIC MINERAL PRODUCTS						
Cegelec Industries Inc., La Prairie, Que.	Metallurgist, Miners, & Chemical Workers' Fed'n. (CNTU)	170	3,400	34,680	May 10 —	Delayed negotiations in a ne- gotiated contract—
CHEMICAL PRODUCTS						
Tioxide du Canada Ltée., Tracy, Que.	Steelworkers Loc. 3619 (AFL-CIO/CLC)	180	1,160	1,550	Jan. 29 —	Not reported—Not reported.
Construction						
Canadian Elevator Manufacturers Assoc., Province-wide, Ont.	Elevator Con- structors Loc. 90 (AFL-CIO/CLC)	1,200	24,000	148,230	Aug. 29 —	Protest in the lack of pro- gress in negotiations for a ne- gotiated contract—
Canadian Elevator Manufacturers, Lower Mainland, B.C.	Elevator Con- structors Loc. 82 (AFL-CIO/CLC)	227	4,540	27,010	Sep. 8 —	Protest over lack of pro- gress in negotiating a ne- gotiated contract—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, FEBRUARY 1973 (PRELIMINARY) (CONT.)

Industry	Employer	Workers Involved	Duration in Man-Days		Starting Date	Major Issues
			December	Accumulated	Termination Date	
Location	Union					Result
The Canadian Elevator Manufacturers, Edmonton & Calgary, Alta.	Elevator Constructors Loc. 122 & 130 (AFL-CIO/CLC)	200	4,000	20,000	Oct. 5 —	Wages, fringe benefits, union jurisdiction—
Alcan, Black & MacDonald, Arvida, Que.	F.T.Q.	110	1,210	1,210	Feb. 14 —	Rates of pay for the size of project—
Transportation & Utilities						
TRANSPORTATION						
Sandwich, Windsor and Amherstburg Railway, Windsor Area, Ont.	Transit Union Loc. 616 (AFL-CIO/CLC)	184	3,680	9,060	Dec. 22 —	Wages—
*Wardair Canada Ltd., Edmonton, Calgary, Vancouver & Toronto.	Canadian Air Line Flight Attendants' Association (CLC)	102	2,040	3,280	Jan. 12 —	Wages, hours—
*B.C. Maritime Employers Assoc., Victoria, B.C.	Longshoremen and Warehousemen Loc. 514 (CLC)	290	290	290	Feb. 15 Feb. 17	Retroactive pay—Return to work (midnight the 15th).
*Algoma Central Railway, Sault Ste-Marie.	United Transportation Union (885) (AFL-CIO/CLC)	100	100	100	Feb. 16 Feb. 17	Over grievances—Not reported.
POWER, GAS AND WATER						
Windsor Utilities Commission, Windsor, Ont.	I.B.E.W. Loc. 911 (AFL-CIO/CLC)	270	1,080	1,080	Feb. 23 —	Wages, dental plan—
Trade						
Benjamin News Co. Ltd., Montreal, Que.	Teamsters Loc. 931 (Ind.)	155	3,100	7,600	Dec. 21 —	Not reported—
Various Garages in Quebec, Various locations in Quebec.	Syndicat de la Métallurgie (CSN)	1,020	5,680	5,680	Feb. 21 —	Wages, hours, holidays—
Nine independent drug stores, Vancouver, Coquitlam and New Westminster, B.C.	Retail Clerks Loc. 1518 (AFL-CIO/CLC)	110	550	550	Feb. 23 —	Negotiating the first contract—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, FEBRUARY 1973 (PRELIMINARY) (CONCL'D)

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, FEBRUARY 1978 (Continued)						
Industry			Duration in Man-Days	Starting Date		Major Issues
Employer		Workers	Accu-	Termination		
Location	Union	Involved	December	Date		Result
<hr/>						
Service						
EDUCATION						
Greater Victoria School Board (School District 61), Victoria area, B.C.	Public Employees Loc. 382 (CLC)	521	2,080	8,850	Jan. 12 Feb. 7	Equal pay for women do equal work—Not reported.
Sault St-Marie & area School Board, Sault St-Marie.	Public Employees Loc. 216 (CLC)	241	960	960	Feb. 23 —	Fringe benefits—

*Federal Jurisdiction

CANADA DEPARTMENT OF LABOUR PUBLICATIONS

Industrial Relations Research in Canada (annual). An inventory of industrial relations research undertaken by the Department, other government departments, academic institutions and private individuals. Free. Cat. No. L2-29/1971.

ECONOMICS AND RESEARCH BRANCH

Labour Organizations in Canada (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications and the geographic distribution of their local branches in Canada. (Bilingual). Price \$1.50. Cat. No. L2-2/1971.

Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts show strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 75 cents. Cat. No. L2-1/1971.

Wage Rates, Salaries and Hours of Labour, 1971. An annual report published in loose-leaf form and followed later by a paperback volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in major communities and most industries. First-year service, including attractive binder with index tabs. Paperback volume, \$10.00; service without indexed binder, \$7.50; individual tables, free from Surveys Division. Paperback volume, \$3.00. (Bilingual). Cat. No. L2-554.

Working Conditions in Canadian Industry, 1971. (Bilingual). Price \$2.00. Cat. No. L2-15/1971.

Determination of the Appropriate Bargaining Unit by Labour Relations Boards in Canada, by Edward E. Herman, 1966. Occasional Paper No. 5. Price \$3.50. Cat. No. L2-26/5.

Wages in Canada and the United States: an Analytical Comparison, by Ian A. Porter and others. Occasional Paper No. 6. Price \$1.75. Cat. No. L2-26/6.

Union Growth in Canada, 1921-1967, by J. K. Eaton and K. Ashagrie, 1971. (English or French). \$2.50. Cat. No. L41-970.

WOMEN'S BUREAU

Women's Bureau '69; Women's Bureau '70 and '71. Three publications each presenting three papers. The papers deal with the status of women in the labour force and in society, and with various problems encountered by working women. (Bilingual). Free.

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Labour Standards in Canada. Sets out standards in effect under federal and provincial labour laws regarding child labour, minimum wages, equal pay for equal work, hours of work, weekly rest day, annual vacations with pay, public holidays, fair employment practices, notice of termination of employment, maternity protection (new section) and workmen's compensation. (English or French). Price \$1.00. Cat. No. L2-7/1971.

Workmen's Compensation in Canada. Deals with compensation for employment injury, the basic principles underlying the system, and coverage of the provincial Acts as of December 31, 1967. (Information on changes in workmen's compensation laws is published yearly and is available free on request). 1969. (English or French). Price \$1.00. Cat. No. L34-1969.

ACCIDENT PREVENTION AND COMPENSATION BRANCH

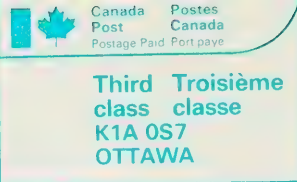
Safety Perspective Sécurité. Periodical designed to assist employers and employees in upgrading accident prevention programs. (Bilingual). Free. Cat. No. L36-2072.

Canada Occupational Safety Manual. Intended as a guide to persons charged with developing and maintaining an accident prevention program. 1. Planning for Safety. 2. Employment Safety Audit Guide. 3. Accident Investigating and Reporting. (English or French). 50 cents each.

Bibliography, Occupational Safety and Health. Lists some 500 selected holdings of Technical Library. Accident Prevention Division, 1971. Free.

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"What does the Canadian Labour Congress want from the Government?
... (1) as little unfavourable legislation as possible; (2) as much favourable
legislation as possible; and (3) sympathetic administration of all legisla-
tion." See: Labour's Lobby in Ottawa: How the Canadian Labour Congress
Influences Government Policy, by David Kwavnick.

ational convention



THE LABOUR GAZETTE

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Canada Department of Labour

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**Labour
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NEWS BRIEFS

■ Three Québec union leaders, in prison since early February, have received a partial release from Orsainville prison. Marcel Pepin, Confederation of National Trade Unions, Louis Laberge, Québec Federation of Labour and Yvon Charbonneau, Québec Teachers Federation, released on May 16, must return to jail every weekend until September, when they become eligible for unconditional release. All three were found in contempt of court for counselling workers to disobey court injunctions ordering a return to work in some Québec hospitals during the April, 1972 strike of about 200,000 Québec public servants.

■ The manpower mobility regulations affecting workers who must leave home to seek employment have been amended. The amendments provide a daily allowance of \$13 up to a maximum of five days, to workers seeking employment away from home. Home-buying assistance was increased from the present \$500 to \$1,500 for families who are relocating and who do not own a home, while the practice of paying \$1,000 to workers who are obliged to sell their homes has been discontinued.

Special travel grants have been introduced for disadvantaged workers to enable them to travel from areas where there are no manpower services to areas where special testing and counselling services are available. The disadvantaged workers will enjoy benefits identical to those workers on job-seeking trips, and will include travel and living allowances.

■ The Saskatchewan Cabinet has authorized the establishment of an employment practices survey unit in the Saskatchewan Department of Labour. The unit will develop and implement regular surveys of employment, wages and working conditions in provincial business establishments, resulting in information on current provincial wage and salary rates by occupation, industry and geographic centre.

In making the announcement, Labour Minister Gordon Snyck pointed out the major uses for this information: provision of labour market information; formulation of government manpower policies; researching investigations relating to labour mobility and income maintenance programs; determining pay and other criteria for labour-management negotiation and servicing of general requests from the private sector.



the request for the establishment of the survey unit was supported by a number of labour and business associations, Snyder reported.

The first Canadian to become president of a major international labour union, William H. Burnell, died in Cornwall, Ontario, on April 28, at the age of 80.

Burnell rose through the ranks of the labour movement to become president-secretary of the former International Brotherhood of Pulp, Sulphite and Paper Mill Workers, which became the United Paperworkers International Union last year.

Burnell, the son of a London lawyer, first joined the labour movement in Britain when he was 15. Five years later, he came to Canada and in 1913 went to work

for the Spanish River Pulp and Paper Company at Espanola, Ontario. The following year, Burnell and fellow workers formed Local 74, IBPS and PMW.

In 1963 he was appointed acting president-secretary of IBPS and PMW, continuing in that position until 1965, when he formally assumed the position.

■ **The Canadian Manufacturers' Association has issued an 84-page manual advising employers on how to deal with strikes.** The book, first of its kind for Canadian employers, provides a checklist of the things management should do before, during, and after a strike. It is intended primarily to help the small business organization that has no guidelines about how to handle strikes.

The foreword to the pamphlet says: "There are rarely any winners in a strike. The first concern of management should be to avoid the strike by trying to remove contributory causes. However, the Association believes that, under certain well-defined circumstances, the right to strike is a necessary concomitant to a free society. It is axiomatic that employers have a responsibility to meet the contingency of a strike if our collective bargaining system is to work."

■ **Trade unions must no longer limit themselves exclusively to safety at the work place** according to CLC President Donald MacDonald. Opening the CLC's eighth annual congress on Health and Safety, MacDonald, stated that labour must move out into the community; "labour has an unmistakable obligation and a tremendous stake in the prevention

of accidents at work, in the streets and highways, at home and elsewhere, because of the ill effect of loss of earning power on workers and their families."

Safety programs that could be implemented at the local union level were outlined to the 200 delegates, who represented some 7,000 CLC-affiliated local unions, labour federations, and councils. The three objectives of the program should be: continuous educational activities within local labour councils and provincial federations of labour; co-operation of union members in community safety work; and the mobilization of labour support for improved safety legislation.

■ **New professional jobs are opening up at the greatest rate in ten years.** The Technical Service Council reports that in the first quarter of 1973, the number of job vacancies was up 74 per cent over the same quarter of 1972.

The TSC's quarterly survey of 1,400 manufacturers, construction companies, consultants and mines shows a 54 per cent increase during the last year in job vacancies for executives, accountants, engineers, scientists and other professionals.

Shortages in certain occupational groups—mechanical sales engineers, plant engineers, accountants, systems analysts and computer programmers—and an unwillingness to work outside major centers, have lead at least 25 Canadian firms to recruit in Britain.

Among recent university graduates, Bachelors of Arts and General Science, some Masters of Arts and Ph.D.s are experiencing difficulty in finding jobs. A university degree is no guarantee of a job; many employers are demanding experience.

A non-profit organization, the TSC was established in 1927 to combat the brain drain. Financed by about 400 companies, the TSC has 1,400 firms listing jobs with it.

■ **The Canadian Labour Congress will be spending \$1,000,000 on a campaign to organize blue-collar workers and head off break-aways from international unions.** The Congress will provide \$50,000 and it is hoped that the affiliated unions will raise the rest of the funds.

Wilf List, a reporter with **The Globe and Mail**, asserts that **the CLC's campaign is an attempt to ward off the Council of Canadian Unions**, which in the last year has gained considerable strength in the west. List states that CLC President Donald MacDonald has acknowledged that a strong sense of nationalism has been a major factor in breakaway movements.

The CCU, which began as a loosely-knit organization, claims now has a membership of 20,000. Two groups from British Columbia have recently left their international unions to join the ranks of the CCU—440 sawmill workers of the International Woodworkers of America and approximately 1,400 workers of the United Steelworkers of America with Alcan in Kitimat.

Included in the CLC's campaign will be a drive to bring non-union blue-collar workers into the labour movement. A 15-man committee plus four Congress officials will direct the program.

■ **The inflation-unemployment trade-off "seems now to be less favourable" than it was between 1953 and 1965**, states a recent study by S. F. Kaliski, prepared for the Economic Council of Canada. In a report titled, **The Trade-off between Inflation and Unemployment: Some Explorations of the Recent Evidence for Canada**, Kaliski notes that changes in the structure of unemployment have not been accountable for a deterioration in the trade-off. He also points out that **price changes are now more fully reflected in wage changes** than they were between 1953 and 1965.

Another ECC report, **The Pattern of Taxation in Canada**, singled out "the extremely regressive nature of the tax system at the low end of the income scale and the lack of progressivity over the remainder." author Allan M. Maslove further noted that a substantial proportion of Canadian family units are included in the low end of the income scale and are subject to the regressive tax system.

Maslove's study also says "it appears that as the levying government moves from the federal to the provincial to the municipal level, the tax system generally becomes more regressive over the whole income range." He notes that lower levels of government have difficulty levying taxes that are directly income-related. Since it is these taxes that are progressive (increase with income), the inability of these governments to tap these revenue sources results in regressive tax systems.

■ **The Canadian Labour Congress leads the Commonwealth in its involvement in education, according to Joe Morris, CLC Vice-President and Chairman of the Board of Governors of the Labour College of Canada.**

Joe Morris said that he had been "amazed" when, at a recent Geneva Commonwealth Trade Union Conference, it became apparent, as the representatives of each member state of the Commonwealth rose to their feet ... that our program in Canada is without question the largest one operated by any trade union center on a percentage basis of the involvement of its members."

Joe Morris, who was addressing 60 English- and French-speaking trade unionists attending the 1973 term of the Labour College, also cautioned the unionists that not enough is being done by the CLC in the field of education.

The College, founded in Montreal in 1963 under a charter issued to the CLC and universities of Montreal and McGill, is a bilingual institution of higher education for trade union members that annually "gives the union movement a new transfusion of leadership candidates."

■ **Larry Sefton, 56, Director of District 6, United Steelworkers of America, and one of Canada's top union leaders, died May 9 from lung cancer.**

He was a member of the union's international executive board and vice-president of the Canadian Labour Congress. Previously, as chairman of the CLC's White-Collar Committee, he had been a key figure in developing momentum within the congress to undertake the current white-collar organization drive.

As District 6 Director in charge of 125,000 unionists, Sefton supported international unionism and fought for autonomy in the Canadian sections. Sefton, who had announced his official retirement for June 1, had recently been nominated for the post of international vice-president but he refused.



Larry Sefton

Sefton began working as a gold miner when he was 16 years old; he was a union organizer and later played a major role in the 1941-42 strike by the International Union of Mine, Mill, and Smelter Workers against Kirkland Lake mine operators. When the strike collapsed, he moved to Toronto and became active in a Steelworkers local where he took a leading part in the 1946 Steelworkers strike against the Steel Company of Canada in Hamilton.

He served as the union's senior representative in the Hamilton and Niagara area, in 1953 being elected director of District 6, which covers Ontario, the Prairie provinces, and British Columbia.

INTERNATIONAL ROUNDUP

■ **James R. Hoffa, former president of the International Brotherhood of Teamsters, has announced his intention to run for the presidency of his local in Detroit next year despite legal restrictions that exclude him from union activity until 1980.** The restrictions were included in the terms of a 1971 commutation granted after Hoffa had served 58 months of an eight-year prison sentence for jury tampering and pension fund fraud while he was president of the Teamsters union. Hoffa announced his plans after Dave Johnson, President of the local, said his forthcoming retirement would take effect November 1974.

■ **A Swedish government committee investigating the working environment has recommended that workers be given a voice in matters affecting their health and safety at work.** The committee's first report, submitted after three years of investigation, outlined

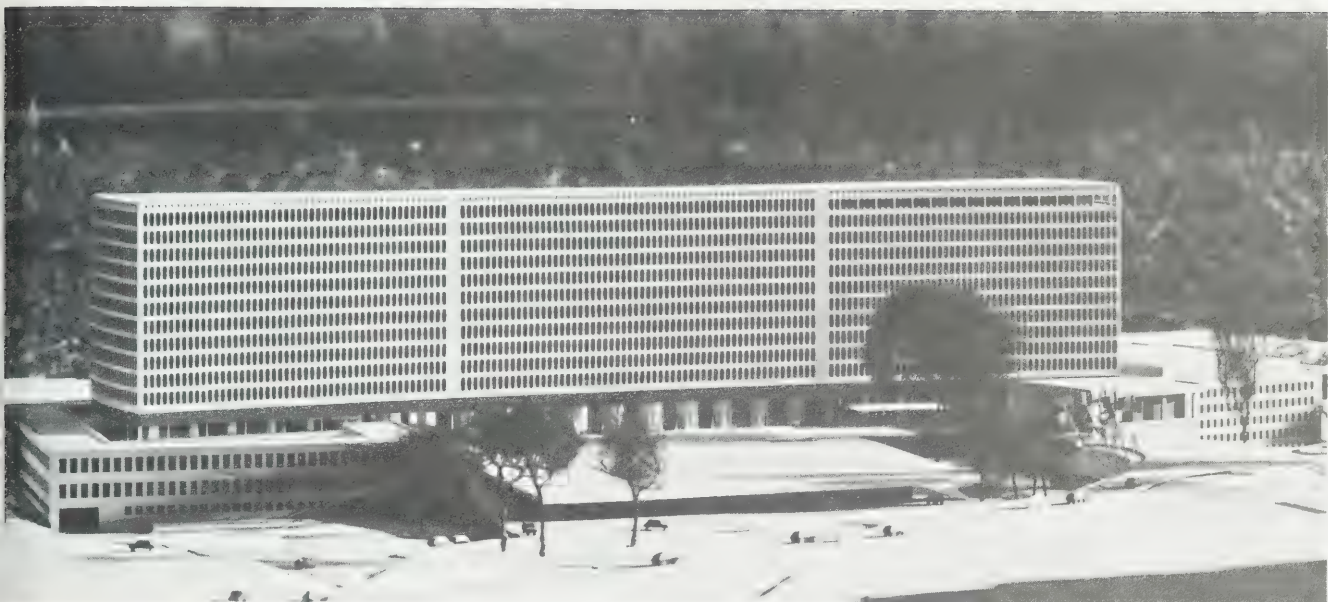
methods for strengthening the positions of the safety representatives: they will have the authority to decide on the length of time required for a task; will plan new stationary workplaces; and will have the right to stop dangerous jobs. The report also recommends that The Workers Protection Board and the Labour Inspectorate be enlarged in order to more effectively supervise legislation governing protection of workers.

The 80,000 safety representatives of Swedish industry, elected by their fellow workers, will be encouraged to give their opinion on the report. If the latter is instituted by the Swedish government, it will be the first time that workers will control certain elements of their work environment.

■ **China's trade unions, which disappeared five years ago because they concentrated too much on improving workers' welfare, have been revived.** The unions had been replaced by workers' representative committees. The term trade union is being reintroduced to give a standardized name to workers' organizations and to simplify relations with foreign trade union organizations.

■ **The number of strikes in Japan during the first half of this year indicate the growing dissatisfaction of a populace heading toward troubled times.**

Late in April, a strike by railroad workers and public servants paralyzed the country. Simultaneously, there were strikes by dock workers, postal and telecommunication workers, pilots, hospital workers and teachers. The strikes affected about 53.2 million people or nearly half the population, according to spokesmen for the 69 unions involved.



Apart from wage demands, the key issue was a campaign by public workers for the right to strike and for pardon for past illegal strike action.

Prime Minister Kakwei Tanaka has in the past condemned strike action as a challenge to parliamentary democracy. The anti-strike law originated with General Douglas MacArthur, supreme commander of the occupation forces, on the eve of a general strike in 1947.

The April, 1973 strike ended in standoff. The Government gave passive agreement to the key issue not to punish the strikers. It also agreed to study the unions' demands for the right to strike.

■ Scale model of the International Labour Organization's new headquarters in Geneva. The building, scheduled for completion by 1976, will feature a concave main office structure with wings at either end to group specialized services. It was designed by architects Beaudoin, (France), Camenzind, (Switzerland), and Nervi, (Italy). Canada's gift to the new building was a total of 9,500 square feet of luminous ceiling fixtures valued at \$40,000.

■ British workers launched a one-day strike, May 1, to protest their Government's wage and price policies. The May Day strike, which disrupted public transportation and stopped publication of newspapers, was organized by the Trades Union Congress, the central organization of British labour. Victor Feather, General Secretary, stated that the strike was not meant to be a general strike, but rather, "a spontaneous expression of what one might call resentful and reluctant acquiescence to Phase Two of the pay policy, and of protest, in particular, about rising prices."

According to the Department of Employment and Productivity, only 1.6 million out of a total of 23 million workers joined the stoppage. Prime Minister Heath said that the strike "is not a party interest ... and the great majority of workers in this country have failed to follow the Opposition's advice to go on political strike."



The Government's anti-inflation program began in November 1972 with a three-month freeze on pay increases. In January, Phase Two set a pay increase ceiling of about \$2.50 plus four per cent a week. For most industrial workers, this meant raises of about 7 or 8 per cent—half last year's rate.

■ Australia's Minister for Social Security, Bill Hayden, announced recently his government's proposals for **a new social security and pension system**. The program consists of four new schemes: national health insurance, national compensation for wage and salary earners with disabled injuries, national superannuation, and a guaranteed annual income. The guaranteed annual income would provide a basic income for all citizens. If an income moved below

an acceptable level, it would then be supplemented by the government. The health insurance scheme will be introduced in 1974 and the other schemes within two years. If the government's proposals are fully implemented, Australia will have one of the most progressive social welfare systems in the world.



William G. Hayden

■ **Voluntary overtime, health and safety measures, humanization of the workplace, and other non-economic issues are expected to be the UAW's top priorities** in contract talks opening in mid-July. Current contracts with the Big Three autoworkers expire in September. The UAW, which represents 770,000 employees, including 50,000 Canadians, will also be negotiating for **substantial wage and pension increases, an improved cost of living formula, and a profit-sharing scheme**.

The UAW views voluntary overtime as a major step toward humanizing the work environment. Special emphasis will therefore be placed on demands for contract changes to abolish mandatory overtime.

The UAW has served notice that it wants **more democracy and less discipline in the auto plants.** The union believes that discipline should be withheld until grievance procedures, including arbitration, have been completed. In Woodcock's words, employers must "accept their employees—our members—as human beings." The Canadian branch will also **demand the right (now enjoyed by American members) to strike, during the life of an agreement, over production standards** such as speed-ups on assembly lines.

A **modified health insurance program**, including a family dental plan, will be proposed. In addition, Canadian auto workers are

demanding: **(1) recognition of alcoholism and drug abuse as medical problems; and (2) retention of job seniority and benefits when employees are undergoing rehabilitative treatment.**

Canadian Director McDermott has recommended an **international cost of living index** that would be a weighted composite of the U.S.-Canadian consumer price indexes. This would mean that increases in hourly wages would be the same for both Canadians and Americans.

For the first time in 15 years, the UAW will request a share in the profits of the Big Three car manufacturers. Woodcock reportedly said, "either they reduce their monstrously high-profit target and reduce their cost to the consumer, or we shall demand that they share those profits on an equitable basis." General Motors recently announced profits of \$2,100,000,000 for 1972, and Chrysler announced earnings of \$220,500,000 in the same year—its best since 1965.



■ **The Government of South Africa has introduced legislation in Parliament that would give black workers the right to go on strike for the first time in 30 years.** Though instances in which strikes by blacks will be legal are to be strictly limited, the proposed legislation is a major concession by the Nationalist Party Government of Prime Minister John Vorster.

The new Bantu Labour Relations Regulation Amendment Bill does not allow blacks to form recognized trade unions that can bargain collectively in the same way as South Africa's white trade unions, but it contains provisions aimed at encouraging employers to set up black workers' committees and, in effect, empowers the Government to force recalcitrant employers and passive black workers to establish such bodies.

Under the new legislation, a dispute must be referred to a black workers' committee and, if that committee fails to reach agreement with the employers, to a government labour officer. If the dispute has not been settled within 30 days, the black workers may legally strike. But strikes will continue to be illegal in essential services or industries concerned with perishable goods. They will also be forbidden if a workers' committee has not considered the workers' grievances.

■ A detailed study of international trade trends conducted by the U.S. Tariff Commission shows that **giant U.S.-based multinational corporations are "shifting the focus of their dynamic expansion away from Canada and toward other areas, chiefly Western Europe."**

The 1,000-page report entitled **Implications of Multinational Firms for World Trade and Investment and for U.S. Trade and Labour**, covers the five-year period 1966 to 1970 and concentrates on U.S. relationships with seven major trading partners—Canada, Britain, France, Mexico, Brazil, West Germany and Belgium-Luxembourg. It was prepared for the U.S. Senate Committee on Finance and its Subcommittee on International Trade.

Commenting on capital investment in Canada in the manufacturing area, the report states: "In 1970 . . . total spending by U.S. direct investors reached \$6.5 billion, up 42 per cent from \$4.6 billion in 1966. Sixty-four per cent of the total was spent in the seven countries, a slight drop from the 66 per

cent share of 1966. However, a rather precipitous drop in Canada's share of the total is the exclusive reason for the decline. Investment spending in Canada fell slightly in absolute terms, but heavily as a proportion of the total, reflecting **a tendency since the mid-1960s for U.S. investment in Canadian manufacturing to level off** while investment in the rest of the world continued to grow rapidly."

Between 1966 and 1970, "the net long-term capital inflow to Canada decreased from \$1.04 billion to \$780 million, with the U.S. multinational corporations accounting for most of it." The companies' affiliates abroad increased their sales of goods and services from \$109 billion to \$180 billion in the same period.

50 YEARS AGO

Among the institutions of a social character which contributed to the welfare of the Italian worker of fifty years ago, the Umanitaria Society of Milan was premost. The Society was founded on private initiative and was the precursor of subsequent state action in favour of the poorer and more necessitous classes of the population. A survey of the history of the Society since its origin was given in the 1923 July issue of **The Labour Gazette**.

The idea of founding a Society of the kind was first conceived by Mr. P. M. Loria, who was born in Mantua in 1814 and died at Milan in 1892. On his retirement from business, Mr. Loria, who was a wealthy widower without children, endeavoured to find some form of charitable work organized

on new and original lines. In the course of his observations of society he had been struck particularly by the miserable spectacle offered by the large number of beggars and vagabonds to be seen in the streets. He conceived the idea of founding an institution to assist these unhappy creatures to find a profitable occupation and earn an honest living.

He published some pamphlets explaining his scheme, the most important part of which was to institute a "house of work" (Casa di Lavoro), in which the outcasts of society would be provided with employment provisionally until permanent work could be found for them. Mr. Loria endeavoured, at first without success, to persuade the municipal authorities to take up the proposal and to contribute to the cost.

At his death he bequeathed almost the whole of his fortune (about 10 million lire) for the purpose of founding the Umanitaria Society which he had suggested, to the municipal authorities of Milan, the condition of the bequest being that the society should be founded as a legally incorporated institution before December 31, 1893. The municipality accepted the legacy and proceeded to take steps to found the Society. The relatives of the deceased, however, contested the will, and for that and other reasons the Society was unable to begin its work until 1902.

The Society was organized on a democratic basis. Membership was open to everybody on payment of a small contribution, and all members took part in the working of the society. According to its rules "the object of the Umanitaria Society was to give all the unfortunates and outcasts of society an opportunity of redemption by their own efforts, by giving them the assistance they require and providing them with work and

means of instruction." The rules also provided that the Umanitaria Society of Milan was to promote the institution of similar societies in other places. These societies were to be independent bodies grouped together on a federative basis and attached to the original society in Milan."

The legacy of the founder of the Society, though representing a large sum for the period, would have been inadequate for the requirements of the Society without the addition of a number of other donations from various benefactors, and the financial support received for certain specified purposes from various public and private charitable organizations. The various branches of activity were assigned to "offices" or to special bodies of which the most important were: the employment office, the agrarian office, the information and translation bureau, the "house of work," the emigration office and emigrants' hostel, and the social institute (Museo sociale).

The employment office of the Umanitaria Society was the first in Italy. It served as a model for the organization of the state employment office (Ufficio del lavoro) which was set up later. The office undertook a number of enquiries concerning the conditions of industrial and agricultural workers, housing, occupational diseases, home work, etc. It published a number of monographs on special questions and supplied a considerable quantity of statistical material to workers' organizations and students of social problems. It organized the "Employment Exchange Association" (Consorzio per il Servizio del collocamento), instituted a system of unemployment benefit, and was instrumental in organizing the first international congress on unemployment which was held in Milan in 1906.

The agrarian office did much to promote the development of co-operation amongst agricultural workers. The foundation of the Federation of Co-operative Societies of Production and Labour in the Province of Milan was due in large part to the efforts of the organs of the Umanitaria Society. It also contributed to the foundation of the Co-operative Credit Institute and many other similar institutions. The agrarian office conducted many experiments for the solution of difficult social problems.

The information and translation bureau was instituted for the purpose of assisting trade unions and co-operative societies in their work, particularly in their relations with similar movements in foreign countries. The bureau received publications from all countries and translated them into Italian for the benefit of associations.

The "house of work" for many years provided easy work for unemployed persons without means of subsistence, while at the same time endeavouring to find work for them with private employers.

The assistance of emigrants was a branch of the activities of the society which had been carried on for many years. According to a communication of the Italian General Emigration Department, quoted in the 1923 March issue of **The Labour Gazette**, the total number of emigrants from Italy in 1922 was about 260,000. The society had a number of local offices throughout Italy, which were in touch with the head office and supported by the latter. It had also branches at various points on the frontier, at ports of embarkation, and in the main centres in the countries of immigration. The society did much to assist repatriated emigrants, the unemployed and war refugees.

The Social Institute was responsible for all work connected with the study of labour problems. It organized conferences on labour questions and entrusted to special committees or to individual students the task of investigating particular social phenomena, thus steadily increasing its store of scientific material. The Institute was open to all who required information on social questions. Before World War I it had organized a School of Social Legislation and courses of training for factory inspectors, managers of co-operative societies, officials of mutual benefit societies and trade unions. These activities were resumed after the war and extended to many other cities in Italy as the result of an agreement concluded between the Umanitaria Society and the National Co-operative Credit Institute. The classes at headquarters were reorganized with a view to creating a university of labour on the model of the English labour colleges.

The Umanitaria Society achieved remarkable results in its efforts towards the education of young workers. It founded an electro-technical laboratory, a school of applied arts, a school for the printing trade and a school for the tailoring trade. It contributed both financially and otherwise, to the foundation of a school for watch-makers, a school for chemical industries and the manufacture of soap, varnish and oils, etc., and a school for the paper-making industry. It founded a school of vocational training for girls, with a view to replacing the apprenticeship system, which had proved unsatisfactory, and instituted Sunday and evening courses of introduction in tailoring, dressmaking, embroidery and laundry work.

In view of the increasing gravity of the apprenticeship problem and the fact that the technical training received by the worker in the factory was obviously inadequate, the Umanitaria Society instituted as an experiment, a school of vocational training in woodwork and the manipulation of precious metals and iron. Later, the Umanitaria instituted courses of designing and manual work in the elementary schools, even before such courses were instituted by the municipality.

The Society also supported various schemes for the spread of general culture among the masses, with a view to supplementing the instruction given in vocational schools and giving the workers an opportunity of general development which would at the same time increase their efficiency in their trade. It contributed to the support of the People's Universities and to the foundation of the People's Libraries Association and the People's Theatre. Later a Federation of Popular Libraries was founded and thanks to its untiring efforts and those of the Umanitaria Society, centres of culture were formed throughout the whole of Italy. Books were available even in the smallest and most remote villages, and a supply of intellectual food was placed within the reach of those classes of the population which were at least able to procure it for themselves. It was also the custom of the Society to organize from time to time, exhibitions of industrial art which gave the public an opportunity of appreciating the work done in its training schools.



LABOUR'S LOBBY IN OTTAWA: HOW THE CLC INFLUENCES GOVERNMENT POLICY

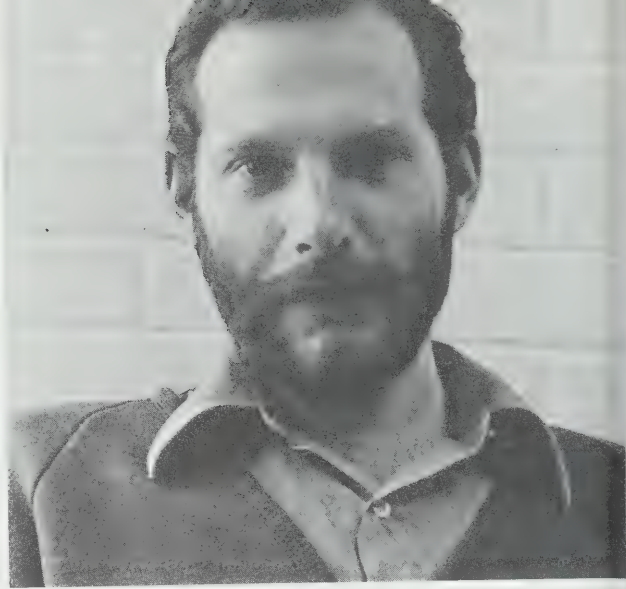
BY DAVID KWAVNICK

The terms "pressure group" or "interest group" often carry sinister overtones in the mind of the general public. They conjure up pictures of wicked and self-seeking vested interests corrupting public officials and political leaders in an attempt to despoil the public. This view can often be supported by pointing to the occasional scandal, but, for the most part, it is far from the truth.

In theory, lobbying is merely an extension of the ancient and fundamental right of petition. Going beyond the theory, many contemporary political philosophers would argue that private organizations that mediate between the individual and the State are a necessary part of a democratic society. The absence of such organizations, or their existence only under thinly disguised government auspices, is, they would argue, characteristic of totalitarian regimes that will not tolerate any focus of loyalty other than the State itself. The individual is left powerless, ineffective and isolated in his relations with an all-powerful state.

The most outstanding features of lobbying in Canada today are its extent and nature. The number of permanent organized groups dealing with government runs into the hundreds, and includes representatives of increasingly specialized interests. In addition to the large organizations whose names are almost household words—the Canadian Federation of Agriculture, the Canadian Labour Congress, the Canadian Manufacturers' Association—there is a multitude of more specialized and less well-known organizations, such as the Canadian Toy Manufacturers' Association, the Canadian Structural Clay Association, the Canadian Society for the Abolition of the Death Penalty, and the Confectionery Association of Canada, to name but a few. There is even a Canadian Potato Chip Association—organized to seek repeal of the tariff on "chipping" potatoes.

The nature of Canadian lobbying has been changing in recent years. The organizations themselves have become better organized and more bureaucratized, with the result that the style of lobbying has itself undergone certain changes. In particular, it has been regularized, formal channels of communication have been established between the groups and government, and, finally, close day-to-day working relations, highly valued by both interest-group representatives and public officials, have grown up.



David Kwavnick

Taken all-in-all, **lobbying is a normal part of the process of democratic government.** Lobbyists organize opinion, articulate it to government, act as unofficial ombudsmen, sponsor joint activities such as national conferences, and, in general, manage to keep both themselves and their counterparts in the public service occupied.

Labour representation at the federal level in Canada is provided primarily by the Canadian Labour Congress, a secondary role being played by the Confederation of National Trade Unions. Individual unions will, from time to time, deal directly with the Government of Canada, but, except at the local level they do not usually do so on a continuing basis.

What avenues of access are open to labour's representatives in dealing with government? There are a number, some ritual and public, others private and more seriously devoted to discussion of particular issues; and there is the well-trodden path of day-to-day relations with government officials.

The best known of the public ritual meetings is the annual presentation of a formal brief in late winter, usually in February. Representatives of the CLC meet with most of the Cabinet, the event is covered by the press, and a lively discussion sometimes ensues. **The brief is important less for its content than for the circumstances surrounding its presentation.** The real value of the presentation is symbolic: it is a public affirmation of the status of organized labour and of the role of the Canadian Labour Congress as a spokesman. It gives the CLC leadership an opportunity to permit union leaders from all parts of Canada to watch as they give the Government "what for," and to demonstrate how uncompromisingly they defend the interests of organized labour.

Another example of public, or semi-public, ritual access is the meetings of the various representative advisory boards to which private organizations, including the CLC, have nominated members. Some examples are the National Advisory Council on Rural Development, the Canada Pension Plan Advisory Committee, the National Technical and Vocational Training Advisory Council, and the National Council of Welfare. These bodies meet, usually once or twice each year, hear reports from senior government officials, discuss government policy and, from time to time, pass resolutions that have no effect upon government policy. Indeed, according to Helen J. Dawson, who has studied the Canadian Federation of Agriculture: "There is a tendency for Ministers to view advisory boards as a good way of getting farmers' re-

actions to proposed policies. Very few Ministers think that Federation representation is an effective means of influencing the ultimate form of policies. The Deputy Ministers and other senior administrative officials think that the most useful function of the advisory committee is that it allows the department to explain policies and the reasoning behind them to the representatives of the special interest groups. They share the Ministers' doubts about the probability of influencing policy." The only exception has been the Economic Council of Canada, probably because it is the only representative advisory board with its own highly competent, full-time research staff.

The Congress has repeatedly asked the Government to create more representative advisory boards—on such subjects as manpower, immigration and automation, and on problems in troubled industries such as aircraft production and textiles—but, to the CLC leadership, the most important consequence of such boards is not the recommendations they may make, but the symbolic value attached to being asked to nominate members to sit on them.

A serious, private meeting with one or more ministers is usually the most effective avenue of access in dealing with political leaders. A curious aspect of such meetings is that they usually concern matters related to the organizational maintenance and enhancement of the CLC or to the protection of its



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status. A possible explanation is that a meeting with one or two ministers would probably not be sufficient to alter the Government's position on an important matter of public policy, whereas problems arising out of the day-to-day administration of existing laws are best dealt with by going to the officials concerned.

The most effective avenues of access available to labour's representatives in their relations with government officials are below the ministerial level. Contact is frequently on a day-to-day basis between people working in the same specialized areas as, for example, industrial safety or international labour affairs. It is often true that, in such cases, the shared professional concerns come to be of greater significance in the relationship than the fact that the people involved supposedly represent different points of view.

Even in the less technical areas, close day-to-day relations at the lower levels tend to blur the sharp distinction between Government and interest group, and to promote the development of a common point of view. Among the relationships that tend to develop such a common point of view are participation in national conferences, membership on various committees, and co-operation in the work of the International Labour Organization. As one middle-ranking official in the Department of Labour said: "You spend a month with them in Geneva for the ILO meeting every year; someone from this Branch always goes; this inevitably influences your priorities quite a bit."

The work of the CLC and its representatives in dealing with the Department of Labour is made considerably easier by the fact that **many officials in the Department see their role as one of providing a service to labour.** As one senior official remarked: "After all, this is a Labour Department. It's more a question of our helping them than of their helping or hindering us."

The relationship between the Canadian Labour Congress and public service employees is, however, subject to one overriding consideration—the limits imposed by government policy. Although the CLC can obtain a multitude of small favours as a result of their close day-to-day relations with government officials, those favours cannot go beyond the boundaries set by established policy.

What does the Canadian Labour Congress want from the Government? A number of things, which can be summed up in the following terms: (1) as little unfavourable legislation as possible; (2) as much favourable legislation as possible; and (3) sympathetic administration of all legislation.

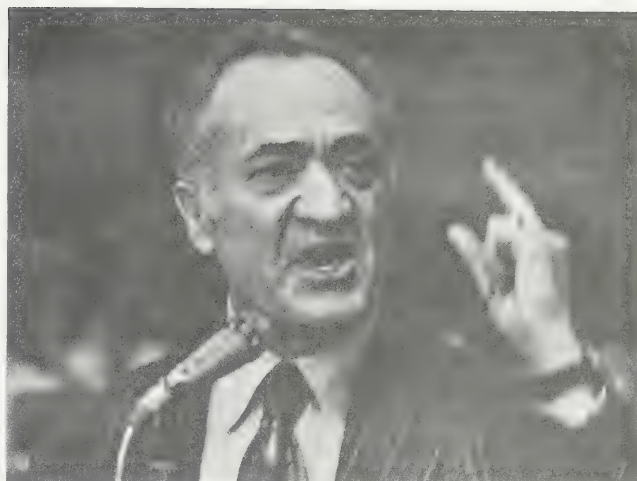
The specific demands made upon the Government as set out in the annual Memorandum, fall roughly into three categories. In the first, there are the demands respecting the legal status of relations between labour and management. These demands usually deal with the Industrial Relations and Dispute Investigation Act, the Criminal Code, and other similar matters. The aim of the CLC is, of course, to strengthen the hand of labour unions in their dealings with management. Generally speaking, the wide-ranging demands in this field are repeated year after year, although it is quite certain that they will not be met—not because the Government is anti-labour, but because no government likes to upset a well-balanced status quo unless circumstances force it to act. For the same reason, the Government reacts in a similar manner to demands from business organizations asking for legislation that would hamstring unions.

Although the major demands of the CLC in the field of labour legislation generally go unanswered, the Congress has been successful in attaining lesser objectives. One example would be its participation in the drafting of the regulations under Part III of the Canada Labour Code (Labour Standards). The Code itself did not emanate from demands made upon the Government by the CLC. The contribution of the CLC was a consequence of its day-to-day relations with senior officials in the Department of Labour, which enabled it to bring about the upward percolation of certain policy advice that was eventually embodied in the Code.

Various specific demands made by the CLC were met in the Code but the decision to introduce the Code was not made in response to CLC demands. Governments usually act in order to secure their own political advantage, and the Government acted the way it did in this instance because it considered that enactment of a labour standards code would be politically advantageous at the grass roots.

Statutes like Part III of the Canada Labour Code and its regulations have the effect of taking certain employee benefits out of the collective bargaining process by providing for them legislatively. Unions are thus relieved of the need to bargain for these benefits, and are thereby free to concentrate on other matters, or on obtaining higher levels of benefits.

The CLC can frequently obtain favours from the Government, not because the latter is yielding to pressure, but because it has definite reasons of its own for wanting the same thing. One example was the sudden rush of activity, in the mid-1960s, in the matter of ILO Conventions dealing with subjects that fall within provincial jurisdiction. For many years, the CLC had been asking the Government to act on these Conventions; but their requests had gone unanswered. Why the sudden rush in the mid-1960s? According to one high-ranking official in the Department of Labour, the Government's interest in Conventions dealing with matters that come within provincial jurisdiction was prompted by the fact that they could be fitted into the context of "co-operative federalism"—a policy that the Government was then very anxious to promote.



Si Bresner

In the second category of demands are those that deal with social welfare legislation. The reason for the interest of the CLC is obvious: as the representative of organized labour, it is expected to make demands in this area. These may be characterized as perennial demands because, no matter how far the Government goes in meeting them, the CLC can always come back and ask for more.

In the third category are the demands that touch on the privileges, prerogatives, status and organizational integrity of the CLC and its affiliated unions. Examples are: the long dispute with the Diefenbaker Government about CLC nominations to public boards, commissions and other advisory bodies; and, in particular, the lobbying undertaken by the CLC in 1967 and 1968 in opposition to the demands of the CNTU concerning the reorganization of the Canada Labour Relations Board. It is these demands that have caused the most ill-will between the CLC and the Government.

How successful has the Canadian Labour Congress been in its relations with government? It would appear that the determining factor in the success or failure of any particular demand is existing government policy. If a particular demand is helpful in furthering the government's policy objectives, then the chances that it will be met are high. Conversely, if a particular demand runs counter to the government's policy objectives, there is virtually no likelihood that it will be met. If there is no established government policy on a particular matter, then a demand that is not opposed by any other major group may be met, whereas the opposition of another major group will normally result in deadlock and the preservation of the status quo.

The net result of these "rules" is that **it is much easier to block change than it is to initiate it.** This is especially true in the case of far-reaching changes. Consequently, it may be said that **the CLC is most effective as a lobby when it acts as a "veto group"**—that is, when it attempts to prevent the coming to pass of developments that it regards as undesirable.

The above discussion has focussed attention upon **existing government policy as a prime determining factor in the success or failure to obtain satisfaction of most demands made upon government.** It is therefore necessary to turn to the problem of policy development in order to determine whether or not it is possible for interest groups to exercise an influence there.

It should be stated at the outset that the two most important factors in the development of policy are the politicians' own views concerning the national interest, and their assessment of what might accrue to their own political advantage. Any attempt to alter government policy must fall within the limits set by these factors, or the politicians must be convinced that their view of one or both of these factors ought to be altered.

Although, by itself and in the short run, the CLC can do very little to change government policy, it can influence policy indirectly and in the long run. The most obvious means, and probably the most effective, is the continuous contact between the CLC and the government's advisers in the public service. Through working closely with the officers and officials of the CLC on a day-to-day basis over a long period of time, the public service employees find themselves accepting the validity of at least a part of the CLC point of view. The policy recommendations they make to their ministers are thus influenced.

Another means by which the CLC may affect the formulation of policy on matters that are of concern beyond the bounds of organized labour itself is by joining with other like-minded groups in the sponsorship of national conferences and similar undertakings for the purpose of mobilizing public opinion behind a particular policy. But it is doubtful that even an alliance of interest groups could influence the formulation of government policy in a particular direction in the face of hostile public opinion. Thus, in order to be successful, an attempted mobilization must have a receptive public opinion.



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The development of public opinion is a subject of study in itself and cannot be pursued at any length here, but a few points may be noted. Mass public opinion is not made by the simple statement of a rational argument. Mass public opinion may, however, be made by the constant repetition of an argument that is reinforced by events, especially far-reaching and traumatic events like great depressions and major wars. Such events create an underlying climate of opinion that is receptive to certain kinds of policies.

For the past four decades, the primary factors contributing to the formation of the underlying climate of opinion in Canada have been the depression of the 1930s and World War II. This climate of opinion has been receptive to such measures as increased welfare legislation and recognition of the rights of organized labour. Thus the CLC, and other groups favouring such measures, have enjoyed some degree of success. Should the underlying climate of opinion change for some reason, the CLC and other like-minded groups would then find themselves as helpless and ineffective as those groups that, over the past four decades, have opposed the extension of welfare legislation and the recognition of the rights of organized labour.

(David Kwavnick is an associate professor of political science at Carleton University. He received his B.A. from McGill University and his M.A. and Ph.D. from Carleton. His recent book **Organized Labour and Pressure Politics** was prepared as his doctoral dissertation. The opinions expressed in this article are those of the author and do not necessarily reflect the views or policies of the Canada Department of Labour.)

THE ESCALATING COSTS OF FRINGE BENEFITS

Employers can expect fringe benefit costs to continue rising during the next ten years, moving up to approximately 37 per cent of annual gross payrolls from the present 29.1 per cent. Frank G. Chown of Towers, Perrin, Forster, and Crosby (Canada) Limited made this prediction in a speech titled "Fringe Benefits: Where do we go from here?", presented to the Toronto Chapter of the Financial Executives Institute.



Frank Chown

"I'm sure many of you have reflected, that there is nothing 'fringe,' or marginal, about benefits that cost Canadian employers from 15 to 35 per cent of their gross payrolls each year," he said. "In fact, the term has become somewhat of a euphemism. They might more appropriately be referred to as indirect or supplementary compensation, or as employment benefits."

Chown noted that fringe benefit costs rose from 22.8 to 29.1 per cent of payroll between 1961 and 1971 and that fringe benefits, in absolute dollars, now cost about two and one-half times more than what they did ten years ago. This growth in costs is not entirely unexpected, as most fringe benefits are related directly to payrolls, either by nature, design or periodic union negotiation, and costs will rise at least proportionately with payroll increases.

Several factors contribute to increasing costs, Chown said, including continued pressure for: the elimination of employee contributions in employee benefit programs; longer vacations, more paid holidays and earlier retirement; improved death and disability income benefits; higher retirement benefits; and dental benefits. Increased payments required by law for current government programs, as well as for new programs, also escalate costs to the employer. Four major influences raise both content and cost: government, economical and sociological factors, or union demands. He added that a fifth influence—the employer's perception of employee needs and resulting improvements in fringe benefits—could have been included.

Government has significantly influenced fringe benefits through its own benefit programs, Chown said, citing the Canada Pension Plan and the Québec Pension Plan. He pointed out that, although the joint plan was "probably the most comprehensive and well-designed social legislation to emerge in Canada this century," it did not reduce an employer's pension obligations. Public attention has focused on the adequacy of pensions, resulting in pressures on employers to improve plans.

He judged that, considering the experience of the United States, increases in C/QPP tax rates at some future time must be anticipated. The U.S. social Security required 5.85 per cent of the employee's income up to \$10,800, contributed by both the employer and the employee. Of this, 1 per cent goes for Medicare. Currently, the Canadian rate is 1.8 per cent on earnings up to \$5,600, with the first \$600 exempt. He predicted a substantial increase in these contributions—perhaps not for another 20 years, more likely by 1980.

Unemployment insurance is another government program that increases fringe benefit costs. UIC benefits have increased in amount, as well as scope of coverage by expanding into the disability income area. On January 1, 1973, the unemployment insurance premium rate increased by more than 11 per cent and covered earnings by about 7 per cent—a total increase of more than 18 per cent from 1972. "In view of the substantial deficit encountered in the Unemployment Insurance Fund," Chown asked, "can we expect anything but further increases in UIC rates?"

In the provincial sphere medicare premiums are another area of uncertainty because **it is not known whether the spiralling costs of medical care will be reflected in rising premium rates.** There is also speculation on how to finance such additions as comprehensive drug benefits and dental benefits, Chown said, and perhaps Medicare premiums will be abolished in favour of financing through general taxation, sales taxes, or some other means.

Turning to government regulation, Chown directed attention to two recent developments; Ontario's commission to administer the anti-discrimination law; and the more liberal vesting requirements proposed by various provincial pension commissions that call for full vesting of pension benefits at age 40 and after five years of service.

Benefit planners, he said, are concerned about the threat to "logical, needs-related" employee benefit programs from the strict administration of sex and age discrimination regulations. To illustrate, Chown cited the situation of an employer providing a widow's benefit or a dependent spouse benefit, upon the death of an employee. "Defining the beneficiary as 'widow' or 'dependent spouse' is logical, but is clearly discriminatory in favour of the male employees," he pointed out.

"What if the new sex discrimination law required the beneficiary to be defined as just 'spouse'? This would mean that the \$25,000-a-year husband of one of the employer's secretaries could get a life income under the plan, destroying the needs-relatedness of the benefit and raising costs to the employer."

On the "40 and 5" proposal of the provincial pension commissions, Chown noted that a highly contributory plan would probably not incur additional expense by lowering its vesting to 40 and 5, but "locking in" the terminating employee's contributions may be both inequitable and unpopular with employees.

Two economic influences singled out by Chown were inflation and the rising standard of living. **Inflation, he noted, has played an important role recently because, as inflation pushes wages up, fringe benefits follow at approximately the same rate. As this continues, the cost of fringe benefits may rise at a greater rate, he predicted, and a 10 per cent rise in wages may be proportionately accompanied by a rise in fringe benefits that might increase fringe benefit costs by 20 per cent.** Chown projected that employee emphasis on fringe benefits will continue to raise employers' costs, as will inflation. The sociological influences are, primarily, the attitudes and perceptions of the labour force, according to Chown. "Today," he claimed, "the social welfare system existing in Canada would seem to prevent any citizen from being terribly deprived if unemployed. There is no real economic reason why any employee must subordinate his own interest to that of his employer, and he is freer than ever before to quit that employer and seek another job or take an extended vacation. With the rising standard of living and increasing wealth, everybody can choose to work or not work."

Another element of the sociological influence, he said, is how the work force perceived its needs. Needs and priorities will change according to the economic circumstances of the perceiver, and will depend largely on how he sees his quality of life. While prediction is difficult, such sociological influences are likely to affect the employer fringe benefit costs.

Union demands may be expected to concentrate on fringe benefits in future, said Chown, citing the "30 and out" provision and the comprehensive dental plan contained in 1973 United Auto Worker demands. Regarding dental benefit costs, Chown referred to the experiences of Stelco, International Nickel and Falconbridge, suggesting that the cost of a dental plan would approach 1 to 1½ per cent of payroll.

Referring to universal pension plans, Chown said, "I believe there will be increasing pressure to negotiate pensions with unions, and it can be anticipated that the negotiated benefits will cost more than the pension benefits that are currently provided. One important reason for this will be the demand that the pension plan be non-contributory by the employee."

Disability income plans will be another item for serious negotiation, declared Chown, particularly long-term disability benefits. Disability pensions based on accrued pension credits at the time of disability prove inadequate for short service employees, and the unions are seeking long-term disability benefits similar to those for salaried groups—that is, a benefit based on current pay, and paid until recovery or death. He added, however, that there might be a problem finding an insurance company to underwrite such a benefit.

Demands for longer vacations and more paid holidays will continue, according to Chown, and will add to the increase in fringe benefit costs.

Chown outlined the major forces escalating the cost of fringe benefits, dealing in detail with pensions. After describing the problems to be faced regarding continuing inflation and early retirement, he suggested a new approach to the actuarial valuation process: developing year-by-year "cash flows" that might be expected under a specific plan. The cash flow method allows the employer to introduce judgment into the actuarial review that relates to future plan changes and their timing, new entrants and retirees, more realistic assumptions of investment yields (both near- and long-term), and salary increases (both near- and long-term).

"The cash flow valuation enables us to forecast the increasing 'official' costs in future years, as well as to develop the most probable long-term cost of the plan," Chown concluded.

THE FEDERAL-PROVINCIAL CONFERENCE OF MINISTERS OF LABOUR

BY JIM MACSWEEN

Federal-provincial labour jurisdictions, minimum wage levels, and the compressed workweek were three of the major topics discussed at the Federal-Provincial Conference of Ministers of Labour, held May 2 and 3 in Ottawa. The meetings were attended by representatives of nine provinces, and the labour ministers of all provinces except Newfoundland, Alberta, and Nova Scotia were present. The conference was chaired by federal Minister of Labour John Munro.

The conference agreed that there should be further discussions concerning conflicts of jurisdiction between federal and provincial governments. Federal and Québec labour department officials will meet to discuss jurisdictional problems involving federal construction contracts, road transportation, and feed mills. The results of these first bilateral government meetings will be forwarded to the other provinces for consideration.

Delegates decided that minimum wages should be kept above social assistance payments, thus insuring that a work incentive is maintained for welfare recipients. Some ministers noted that minimum wage increases had little adverse effect on industry, provided

they were reasonable and that adequate advance warning was given. Studies are being carried on in some jurisdictions to determine the impact of minimum wage changes on employment, and the federal government pledged to consult with British Columbia on the impact of its substantial minimum wage increase.

Two different approaches to increasing minimum wages were presented: Québec Labour Minister Jean Cournoyer proposed that escalator clauses be used to gradually increase the minimum wage; federal Minister John Munro spoke in favour of solid advances in the levels.

The consensus of the delegates was that minimum wage increases should proceed in stages, to soften the impact on employers. **Munro announced that the federal minimum wage would be increased to \$2.50 from the present \$1.90,** and that the change would be made gradually. The federal minimum wage is now higher than any province except British Columbia, where the rate is \$2.00.

Munro, questioned before the conference began regarding a uniform minimum wage across Canada, replied that a national standard minimum wage was impracticable as long as regional disparities remain.

The ministers decided that there had been too little experience with the compressed workweek to justify a conclusion without further study of health and safety factors, particularly as they affect the older worker. A continuing exchange of information on development of the compressed workweek was pledged.

It was emphasized, by several provincial spokesmen, that a workday exceeding eight hours without payment of overtime is forbidden in many jurisdictions, and companies in these areas wishing to experiment with the compressed workweek must apply for permits. Federal officials have been studying requests to change the Canada Labour Code to allow a switch to the modified workweek if desired, but the Canadian Labour Congress opposes such a change. The CLC claims that the compressed workweek leads to dangers on the job and proposes instead an eight-hour, four-day workweek.

A background paper, presented to the conference, showed that **at least 233 plants are using the compressed workweek**, most of them in Québec and Ontario. Printers, computer operators, and firefighters are among the workers employed within the experimental compressed workweek. The paper estimated that a total of 30,712 Canadian workers now are employed on the compressed workweek basis, and noted that "probably the most significant observation that can be made about the experiments is that they have generally proven satisfactory."

Agreement was reached on the need for joint federal-provincial study on the causes of illegal work stoppages. **The ministers also agreed that they should intervene in industrial disputes only where such action is necessary as a last resort.** It was felt that conciliators or arbitrators should have a strengthened role, rather than increasing participation by labour ministers.

Fern Guindon, Ontario Labour Minister, presented for consideration an experimental plan to promote labour-management settlements in the construction in-

dustry, referring to the Construction Industry Review Panel, established in Ontario, August, 1972. The panel is comprised of four representatives of the province's labour construction unions and four from construction management.

Guindon explained that the purpose of the Review Board was to prevent disputes from becoming too serious by bringing the two parties together before contracts expire or disputes become serious. He added that the construction industry needs bolstering by a body such as the Review Board. A panel of knowledgeable authorities in the field is especially needed in large metropolitan areas such as Toronto and Hamilton, he said.

The definition of "essential services" occupied the attention of the conference delegates during one of the sessions. A communiqué released by the ministers noted that the definition required a "certain degree of flexibility to reflect the requirements of changing circumstances and the differing conditions of various regions."

Topics relating to labour legislation, including maternity leave, protection of wages, termination of employment, occupational safety and health, workmen's compensation, equal pay for equal work, fair employment practices, and employment promotion for minority groups, were discussed.

The 1973 conference was the sixth postwar meeting of federal-provincial ministers of labour. The series began with a conference in October 1946 that returned to the provinces the jurisdictions that had been temporarily usurped under the Wartime Labour Relations Regulations.

The conference was attended by seven provincial labour ministers, in addition to Labour Minister Munro. They were: Bruce L. Stewart, Prince Edward Island; R. E. Logan, New Brunswick; Jean Cournoyer, Québec; Fern Guindon, Ontario; A. R. Paulley, Manitoba; Gordon T. Snyder, Saskatchewan; and W. S. King, British Columbia. Nova Scotia was represented by Deputy Minister R. E. Anderson, and Alberta by Deputy Minister D. I. Gardner. Newfoundland was the only province not represented.



TRUE LEADERSHIP REQUIRES PARTICIPATIVE MANAGEMENT AND CONSENSUS DECISION MAKING

BY GEORGE SANDERSON

Leaders and leadership are not the same as managers and management, in the opinion of Eugene E. Jennings, Professor of Management at Michigan State University's Graduate School of Business Administration. Speaking at the 31st annual spring conference of the Personnel Association of Toronto, held on April 12 and 13 in Toronto, Jennings asserted that **too many managers manage time on a treadmill instead of displaying the leadership qualities expected of them.** Such men and women are only "half-alive," he said. "They have more or less retired but have not had the courtesy to inform their organization."

The Jennings address was one of 12 papers presented at the P.A.T.'s annual conference. The meeting was attended by more than 1,500 delegates from virtually every field of business and industry, as well as representatives of Government and the professions. A major theme that has dominated various programs during the past few years has been the "knowledge explosion" in the behavioural sciences, and whether or not this



Eugene E. Jennings

knowledge would enhance the effectiveness of an organization. The focus this year was on application of the theories and knowledge at our disposal to deal with emerging problems such as executive stress, the mid-career crisis, the aging worker, work ethics and working hours, to mention only a few.

Jennings spoke of the "mid-career crisis" and of the incompetence and obsolescence that frequently overcome employees between the ages of 38 and 48. **It is important, he said, to stay young in a young mind's world,** simply because no corporation today can afford to have people sitting on their hands. Executives who are not progressive or innovative become "dead-heads," a liability rather than an asset to their employers.

"In this crazy, mixed-up world, there is an insidious force at work—stress, the great leveller," he noted. And today's stresses are particularly tough on middle-aged employees. They tend to have less energy and imagination at a time when employers expect more of them, and they expect more of themselves. Jennings emphasized the importance of helping such employees to develop a state of mind whereby the body will supply the energy they need.

"Mental and physical fatigue are closely related," he observed. When the body will no longer supply energy, the mind will create it—but only for the things we enjoy doing. The body will withhold energy when it is something we do not like to do."

Jennings believes that the new generation of workers is not willing to tolerate inhumanity in the workplace, and that **efforts to increase efficiency and productivity must come from the full understanding of the employee as a human being.** He described life as a four-sided arena, with stress coming from four directions: (1) the career or job; (2) family and marriage; (3) community and society; and (4) one's private self. "The most powerful source of stress is your private self, your notion of who you are and what you want to be. Energy comes from serving or satisfying the private self or 'inner person', and a human being will do almost anything to preserve this notion of self."

Jennings emphasized the need for **"peak experiences"** to relieve work routine and supply energy. "When you are undergoing a peak experience, you have unbounded energy, lose all sense of time, and have optimum powers of attention and concentration," he said. "Every human being must have these peak experiences regularly or the body will go into a tailspin of fatigue." In other words, one must strive for a positive rather than a neutral or "zero" state of mind.

People can tolerate almost any degree of stress provided that they intrinsically enjoy what they are doing," he explained. "Nothing saps energy and destroys self-respect more than having to do a job you dislike. It makes you lose

your zest for life and your potential for becoming a leader. If people cannot learn to enjoy what they have to do, then they must get out. Extrinsic or material rewards do not make people happy; they barely help them to avoid feeling miserable."

The greatest tragedy today is people who are dead five days a week but come alive at the weekend," he continued, mentioning as an example the experience of workers in Michigan automotive plants. They arrive home exhausted after a shift at monotonous, mind-numbing jobs but arise at 4 a.m. on Saturdays in the middle of winter to go ice fishing. They drive 100 miles over treacherous roads, withstand extreme discomfort in sub-zero weather, lose all sense of time, and yet have unlimited energy, powers of attention and concentration.

People often depend on "security equivalents" like food, sleep, exercise and sex to help them relax, Jennings said, but sometimes we oversubscribe to these palliatives or resort to alcohol and drugs to bring about a state of emotional anesthesia. This may sedate stress but, at the same time, it destroys energy. "What is often missing is a purpose and an objective to keep the security equivalents in balance," and employees need help to achieve this sense of direction, he said.

Jennings warned that humanity and technology are on a collision course and that management and personnel people must take on new responsibilities to meet the needs of workers and their employers. They must develop a better understanding of the employee as a human being and help him to develop his full potential. The burning question is: Will they manage, as they have done in the past, or will they lead the organization into a future in which both humanity and technology can mutually survive?

Delegates heard Harry Levinson describe the inner emotions and outer pressures that tie a man in psychological knots and impair his ability to function effectively on the job and at home. They were told to **cope with stress "not by enduring it but by acting upon it.** In the process of learning to survive, we have the opportunity to learn how to be more effective and more gratified people," he said.

Levinson, who is President of the Levinson Institute and adjunct professor at Boston University's College of Business Administration, is also a lecturer at Harvard's Medical School. In his opinion,



Harry Levinson

much of the talk about executive stress, and even more of what has been written, is nonsense. There are, however, aspects of the relationship between an individual and his job—particularly how a person feels about himself in his work—that affect his health.

Describing the factors that contribute to executive stress, Levinson said that **a major problem is the executive's increasing sense of obsolescence.** In an environment where new ideas and techniques are the order of the day, and where an avalanche of information must be assessed, the executive frequently feels he is "not quite with it." The pace of change is too fast for him. He is asked to make long-term projections when "it is hard to count on what is going to happen tomorrow, let alone the day after that." He is told that what he did before is no longer adequate, that "the old ways don't work any more." Add to this the constant jockeying for position, more people pushing harder and faster for success, and the threat of failure looms ever larger on the executive's horizon.

There is more than one generation gap in many organizations where the chief executive is about 55 years old, Levinson said. "It's tough to be in touch with the generation below us, and even harder relating to the generation before that." **Executives must therefore guard against becoming rigid and unchangeable in their decision making.** "One of the things all of us have to cope with in every management role is that the more power you have, or think you have, the more you are corrupted into being insensitive and inflexible in dealing with what you come up against."



Stress can lead to chronic depression, he warned, but the executive should not try to cope with all his problems by himself. It is important that he have someone he can turn to for help. "One looks to accountants, lawyers and doctors for professional help. There is no reason why we should not also turn to psychologists or psychiatrists to help us solve our problems," Levinson remarked. "It is foolish for the executive not to take advantage of this kind of resource," he added. Executives must also learn to communicate more intimately with others. "When you are engaged with friends or colleagues against mutual problems, there is a feeling of less inadequacy and more competence," Levinson said. "And in that alliance there's a new kind of hope, a mood of coming out on top."

How to manage the changing work ethic was the theme of M. Scott Myers's address to the delegates. Myers, an industrial psychologist and organization development consultant with Texas Instruments Inc., believes that **the answer lies in "acceptance management"—taking employees as**

they are, without subordinating them to the organization. "Employees are developing a variety of values, and their inputs are more heterogeneous than ever before," he remarked. "They take their work seriously, yet they may be wrapped up in what they, personally, want to do. Employers must therefore strive to accommodate people with varying attitudes, ideas and lifestyles."

Myers described seven levels of psychological existence: (1) **Reactive.** Infants are in this category. (2) **Tribalistic.** Though this level is usually found in primitive societies, it may be found in modern



M. Scott Myers

organizations. Tribalistically oriented employees are directed or motivated by a tribal chief. They do what he does. (3) **Egocentric.** This person is generally unco-operative, and sometimes violent. He or she has not learned to operate within the constraints imposed by society. (4) **Conformist.** Such individuals live according to the rule book. They have a low tolerance for ambiguity, and conform to a rigid chain of command. Their "tunnel vision" limits their outlook, and they have difficulty relating to people with different values. "Good" subordinates are often found at this level. (5) **Manipulative.** The entrepreneur falls in this category. He tries to manipulate other people in his environment. Most business managers and others with leadership qualities are oriented to this level. (6) **Sociocentric.** This person is concerned more with getting along than getting ahead. He values justice, friendship, and social activities, and he rebels peacefully against the establishment. (7) **Existential.** The very opposite of the conformist, this kind of person sees and understands the job to be done and wants to be left alone to do it. People in this category dislike regimentation and established procedure. They have a high tolerance for different values and viewpoints. Artists, scientists, writers and other creative people belong to this group.

What all this means is that some jobs are attractive to people at one psychological level, but not to those at other levels. **Some people are more psychologically suited to certain jobs than they are to others.** It is highly unlikely, therefore, that an existentially oriented employee would get along well with a conformist supervisor. The tribalist and the conformist do what they are told and expect their subordinates to do likewise.

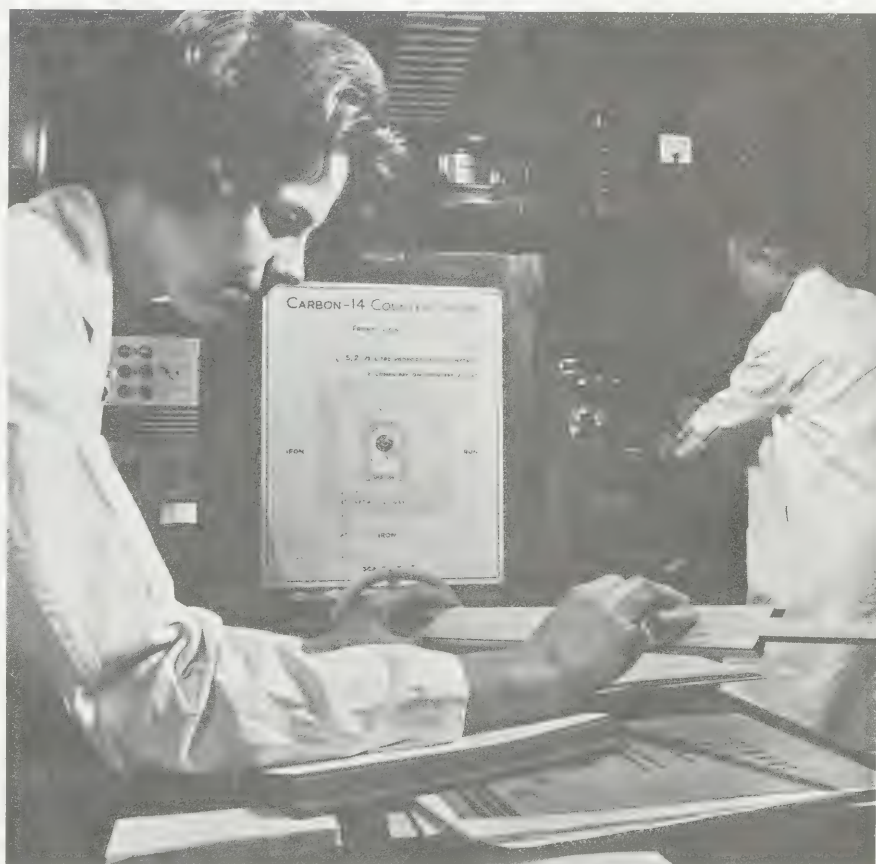
Today's employees are not necessarily conformist subordinates, Myers noted. Those at levels 5, 6 or 7 do not always trust the motives of management. They like to be involved in bringing about change. **They want to be informed, to help set goals, make decisions and solve problems.** Level 4 and 5 supervisors, accustomed to dealing with level 4 subordinates, do not know how to cope with sociocentric or existential employees, who frequently do not respond well to persuasion, bribery or coercion.

"The shift in the source of power—traditionally vested in people at levels 4 and 5—is bringing about a change in the work ethic," Myers said. This does not mean that a supervisor has to bring his values in line with those of his subordinates. It simply means that he must accept others for what they are and allow them to function at

their own level. Myers believes **that the ideal manager would be a highly existential manipulator with average sociocentric leanings.**

Commenting on members of minority groups, he said that the latter respond best to a supervisor at their own level of psychological existence. On the subject of sexual differences, Myers said women were mainly tribalist, conformist or sociocentric. "They are cultural conditioned into supportive roles like those of nurse or secretary," he observed.

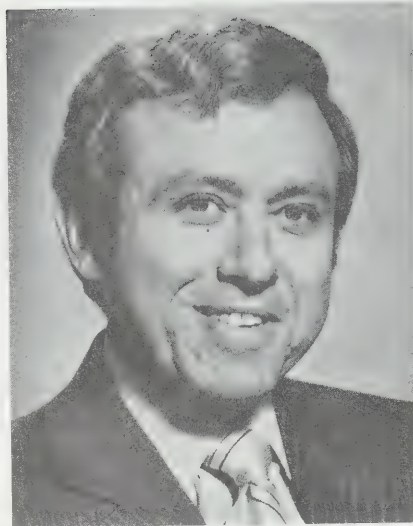
Myers believes that there is **a significant link between communication and motivation.** He stated emphatically that management should make itself more visible and accessible to employees, and that **the most effective means of communication is interpersonal.**



"An informal conversation between a supervisor and an employee over a cup of coffee is frequently much better than communication via sophisticated electronic devices or the written word," he said.

There were echoes of Jennings and Myers in William Martin's paper on "wall to wall management," which he described as "management right across a corporation." Martin, Director of the Management Center at Michigan University's Institute of Labour and Industrial Relations, said that **the principal characteristic of good management is willingness and ability to change**—to innovate, improve, modify or adapt, to meet new and different needs, conditions and circumstances. With **participative management and consensus decision making**, companies could expect managers to develop a better understanding of corporate goals and increase their personal commitment to the organization. **Martin believes that this new management style will replace management by objectives**, and that it will be adopted by many major U.S. and Canadian firms by 1980.

The successful manager of the '70s will have to listen rather than talk, encourage questions instead of merely providing answers, develop "cue sense" rather than literal perception, and look for meanings in people instead of in words. Martin noted that **top management is often unaware of the vast quantities of untapped human resources in the organization**. Managers who are aware do not always know what to do with the talent at their disposal. The thought of unleashing it may seem dangerous to them.



William R. D. Martin



Harold L. Sheppard

Commenting on the **lack of communication between top management and other managerial levels**, Martin mentioned the failure of the higher echelons to tell middle managers what was expected of them as an example of poor management. In a survey of organizational responsibility in 500 U.S. and Canadian firms, middle managers were asked: "What do you need to know more about to do a better job?" They said they needed more information on: (1) what they needed to do as managers; (2) how far they were expected to go in performing their duties; (3) how well they were expected to do the job; and (4) how well they were doing.

The responses indicate the growing need for participative management and consensus decision making whereby managers develop a better understanding of corporate goals, Martin said. Enlightened management must also place **greater emphasis on the quality of life, an "open" corporate society, job enrichment, and recognition of self-worth**, he added.

Some possible solutions to the problem of growing older in a **rapidly changing environment** were outlined to the P.A.T. conference by Harold L. Sheppard, staff social scientist with the W. E. Upjohn Institute for Employment Research, and Vice-President of the National Council on Aging.



Sheppard, who has an international reputation in the area of gerontology, was **highly critical of personnel policies that discriminate against older workers**—those between the ages of 45 and 64. Too many decisions on hiring are made on the basis of a person's age rather than his abilities, he said. "Agism is just as prevalent as racism or sexism—it is part of the discrimination endemic to our society," Sheppard reminded his audience that "growing old is no joke," that "something must be done about those who are supposed to be too old to work but too young to retire."

He deplored the social and economic costs of our current policies and practices. "We are wasting precious human resources," he said, "and both the individual and society suffer as a result." The decision to hire or not to hire should not be based on misleading statistical averages but on individual merit. "Averages do not take into account population spread or distribution characteristics," Sheppard noted.

"We haven't faced up to the implications of today's trend toward earlier retirement, a longer life span, zero population growth, and the rising age level of new entrants to the labour force. One of the greatest challenges facing us is the prolongation of life beyond the traditional three score and 10 years," he said. "What are we going to do with all the unemployed older people?"

Sheppard pointed out that **a growing number of managers are experiencing a mid-career crisis**—middle age unrest and the desire for occupational change—because they cannot keep pace with changing technological requirements, new organizational concepts, and new management policies. "Job dissatisfaction is not the monopoly of the young," he continued. "Too many people adapt or resign themselves to a job, either because they haven't the courage to try something else or because they don't want to lose their fringe benefits. This is unhealthy," Sheppard said. "The individual, the economy and society

suffer when people are locked into jobs they don't like." He noted also that early retirement is often the only escape from an unbearable situation.

"Despite all its shortcomings, the single-career concept continues to dominate our thinking," Sheppard remarked. "Instead, we should encourage people to acquire a variety of skills to meet the challenge of a rapidly changing work environment."

He suggested redesigning the work environment to cope with an aging workforce and to sustain or increase worker satisfaction. "Constant retraining on the job would eliminate skill obsolescence," he added, "but new techniques are urgently needed to retain older workers." It is equally important, to prepare young people psychologically for several careers. **"Employers and institutions have done next to nothing to facilitate occupational change,"** Sheppard said.

He is strongly in favour of optional retirement and the use of functional criteria to determine when an individual should leave the labour force. "It is cruel and wasteful," he said, "to force retirement upon people who have both the ability and the desire to go on working past the age of 65." He suggested "tapered retirement" via shorter workweeks or longer vacations as an effective preparation for full retirement.

A proposal for a six-day, 60-hour production week made up of two three-day job periods was outlined to the P.A.T. delegates by socio-economist Millard C. Fought, a Texan who has spent more than 30 years inquiring into man's time-use patterns. **"The five-day, 40-hour week is stupid, unnecessary and wasteful,"** he declared, "but a revolution is in the making—perhaps the greatest revolution of this century." 'Time wealth' or 'split-week' living—the workweek pattern of the future—will be firmly established within a decade, Fought predicted, because it offers solutions to many serious problems and it makes a lot of economic sense. "Society never marches logically toward progress," he told his audience, "it advances by backing away from crises."



Millard C. Fought



Fought pointed out that in the U.S., 75 per cent of the population lives on 5 per cent of the land—in overcrowded cities. Many people are tired of city life, but they have to live there because that is where the jobs are. The worker on a three-day week, however, will have a choice. He can take his family away from the congestion, pollution and noise to the clean air of "hinterlurbia," or the countryside beyond the suburbs. Cities must therefore prepare for the exodus of their citizens and taxpayers.

Longer workdays would not create a serious degree of fatigue, Fought insisted. "There is no evidence to support this assertion," he said, noting that the compressed workweek—adopted by about 4,000 companies in the U.S., 200 in Canada, and 100 in Australia—has proved immensely popular with a majority of the employees who have tried it. **"Labour leaders who complain that the longer workday is a backward step do not speak for all workers,"** Fought asserted. "What about the fatigue that comes from doing a boring job five days a week and having no opportunity to do something intrinsically satisfying

with one's leisure?" he asked. **"We should anticipate the exciting solutions that the variable workweek offers** rather than ponder on the problems it might raise," he suggested.

Fought is convinced that **a six-day week for industry would increase efficiency, raise productivity and eliminate unemployment.** But the economy must first become highly competitive, he warned. The business sector must seek new markets for the additional goods and services it will create.

The idea of a three-day workweek may take a generation to gain acceptance, he thinks. It will start with routine manual jobs and spread rapidly to other areas of employment. But it will be a while before executives are able to benefit from the trend. This is because there is an acute shortage of capable managers throughout our entire system, Fought said.

He believes that **the variable workweek poses a fundamental challenge to education.** The latter must be a continuous process, he said. "Schools must shift their emphasis from preparation for earning a living to preparation for meaningful leisure. Educators cannot afford to ignore the implications of the shorter workweek."

LEGAL DECISIONS

Ontario Divisional Court Upheld Award made by Board of Arbitration.

This was an application for a judicial review to quash an award of a Board of Arbitration ordering the reinstatement of a dismissed employee. The facts are as follows:

The grievor, who was a member of the United Steelworkers of America, was summarily dismissed, in April 1972, after seven months service. The company, Gould Manufacturing of Canada Limited, claimed that the grievor in his application for employment had failed to disclose that he was convicted for rape in November 1964, and sentenced to five years imprisonment; this the company contended, was a misrepresentation of fact on the employment application, and, consequently, the hiring of the grievor was voidable at the option of the employer. The collective agreement provides that nothing in it shall be construed as waiving any rights or protection to either the company or the union under any applicable law.

Even though the collective agreement provided for all disputes including termination of employment to be settled by arbitration, the company urged that the common law relationship of employer and employee justified the repudiation of the contract by the employer, provided it acted within reasonable time, notwithstanding the special relationship under the collective agreement.

In a majority decision, the Board of Arbitration found that by failing to disclose his criminal conviction, the grievor had falsified the application form and the company had proper cause to discharge him. However since, among other things, the misstatement was made out of desperation to secure employment; the grievor had a good work record, the company a history of hiring persons with criminal records, and that the grievor could be absorbed into the work force with facility and without disruption. Considering these factors, among other things, the Board then exercised its statutory power under S. 37(8) of the Labour Relations Act and reinstated him with full seniority but without compensation.

In dismissing the company's application to quash the award, Mr. Justice Lacourcière speaking on behalf of Wells, C.J.H.C., and Hughes, J., said that it was the Court's opinion, that since the grievor came within the scope of the collective agreement, the company could not rely on the doctrine of repudiation for intentional misrepresentation in order to avoid the operation of such collective agreement governing conditions of employment. This would be disruptive of peaceful labour relations and repugnant to

the entire scheme and purpose of the Labour Relations Act. Once the grievor has served his probationary term, the rights and responsibilities of his employment relationship were governed by the collective agreement, and subject to the grievance procedure therein.

Under the collective agreement, the company had exclusive right "to hire, to suspend, or discharge for proper cause" subject, however, to procedure established for grievances to be settled by arbitrations, and to the Arbitration Board's power. Section 37(8) of the Ontario Labour Relations Act, provides that, where an arbitrator or Arbitration Board determines that an employee had been discharged or otherwise disciplined by an employer for cause and the collective agreement does not contain a specific penalty for the infraction, the arbitrator or Arbitration Board may substitute such other penalty for the discharge or discipline as seems just and reasonable in the circumstances.

In dismissing the application, the Court did not find any failure of jurisdiction, or any error of law on the face of the record amenable to judicial review on certiorari. It was the opinion of the Court that the Board's substitution of penalty under its statutory power was properly exercised, and since the Court had no appellate jurisdiction, it would not interfere with the Board's decision. (Gould Manufacturing of Canada Ltd. V. The United Steelworkers of America, Ontario Divisional Court, February 13, 1973, CLLC-14, 161.)

Legal Research Division,
Legislative Research Branch.

ADVANCED HUMAN RELATIONS FOR THE ENLIGHTENMENT OF LABOUR AND MANAGEMENT

The changing work ethic, union autonomy, and discrimination against women and minorities were among the main topics discussed at the eighth annual conference on human relations, held by the Canadian Council of Christians and Jews from April 30 to May 1 in Toronto.

Harish Jain, Chairman of the Personnel and Industrial Relations Department at McMaster University, told delegates that **younger workers—the new “significant minority” of the labour force—are no longer willing to accept dull, repetitive jobs** for the sake of being employed. They want work that is interesting, varied and challenging. “My surveys indicate that **there has been a tremendous change in the way young people (under 35) feel about unions and business,**” he said.



Harish Jain

A 1968 survey of young union members and high school, university, and community college students revealed that 69 per cent believed in work for its own sake. But the proportion willing to accept any job had dropped to 38 per cent in the same survey conducted in 1971.

Higher levels of education among younger workers have led to a greater degree of political awareness and a desire to be involved in the decision-making process, both in unions and in business, Jain said. He discovered that **young people are becoming increasingly distrustful of the motives of business and labour leaders.** The attitude of many students was that big business was unethical. They favoured working for small firms where they believed they could preserve their individuality and integrity. At the same time, they regarded unions as tightly knit bureaucracies offering few opportunities for advancement to newcomers.

A significant number of young union members shared this belief about unions, which they claimed were blind to their needs and aspirations. Jain warned that the **unions must acknowledge the need for job enrichment, and for giving workers a role in decision making**, or risk losing the young, better educated members who have accounted for their biggest membership gains in recent years.

Delegates heard also that **"management must place a higher value on human assets as the basic condition for an organization's survival."** William Pickett, President of American Motors of Canada, told the conference that the traditional profit yardstick used in placing values upon the contributions made by employees is "just not good enough" in today's environment.

Many of the largest corporations in North America are beginning to realize that "well-developed, well-used human resources are vital to the accomplishment of their corporate objectives," Pickett said. Management must acknowledge the contributions made by individual employees, and **appreciation must be shown "not just in monetary ways, but also in ways that satisfy the inner man, that reward him psychologically,"** he continued.

"Unfortunately, in some instances, top management is unaware of the value of contributions made by individuals" or is "unable to communicate to middle-level managers the absolute need to use people more effectively and keep them out of the cauldron of boredom." According to a recent survey, 80 per cent of workers in North America believe that they were improperly placed and would like more fulfilling jobs.



William Pickett

Pickett urged that an early start be made on the **scientific gathering of data for a sophisticated human resource accounting system.** "We are fast approaching a time when we will be in a position to measure the human resources in an organization not merely in dollar terms, but also in socio-psychological terms. Systems are going to be designed to gauge employee loyalty, attitudes, perceptions, and motivations. The measurement of these particular variables will be increasingly crucial to the success of any corporation or industry. It is going to be the basis for the most fundamental decisions of the organization.

"Our organizations are going to have to become human organizations instead of textbook and wall-chart organizations," he asserted. "If 80 per cent of our workers sense that they are in the wrong job, or that their on-the-job performance is not important, then our so-called affluence is not to be envied. We're not very well off at all."

Commenting on "discrimination, prejudice and bigotry" in Canadian society, Labour Minister John Munro told delegates that **"discrimination against women still flourishes."** He reminded them that his Department's goal has always been to ensure the provision of equal pay for equal work, and to achieve equality of opportunity in employment. But "Government can only do part of the job. It cannot legislate the spirit of Canada, the spirit of understanding, or that of morality."

Munro announced that **a new Bill will be introduced shortly to give the Canada Labour Code more teeth in the areas of sex, age, and marital status.** His Department will also conduct more investigations, instead of waiting for a worker to file a complaint. He noted that, since 1971, there has been a decline in the number of complaints received about discrimination in employment.

Munro drew attention also to discrimination against Indians, Eskimos, French Canadians and other cultural minorities. "The Government will continue to encourage, through its multicultural policy, the development of a society in which individuals and groups can develop and express their own cultural identity," he said.

A significant proportion of complaints about discrimination come from landed immigrants, according to Lyle Talbot of the Department's Fair Employment Practices Branch. Talbot told delegates that **it is difficult to assess the true nature and extent of discrimination against new Canadians because they are usually reluctant to complain,** and do so only as a last resort. Many immigrants complain about their qualifications not being recognized in Canada, and a large number have trouble adjusting to new employee relationships and patterns of supervision.

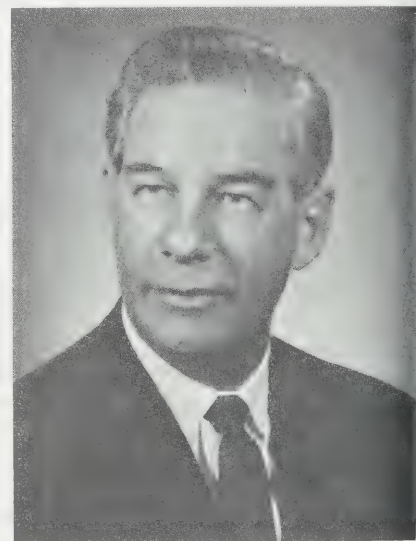
Panelist John Eckert, Superintendent of Migrant Settlement in Ontario for the Department of Manpower and Immigration, released details of a survey that claimed that 68 per cent of immigrants were satisfied with the progress they were making in Canada. Eckert said that the survey, based on continuing interviews with 850 immigrants who arrived in this country between January and March 1969, indicated that **most newcomers make a fairly rapid economic adjustment.** The survey showed that 15.7 per cent found jobs immediately, while 75 per cent found jobs within four weeks of their arrival. After 26 weeks, only 2.5 per cent were unemployed. **But only a few of those working had found their first jobs in their intended occupation.**



John Lockwood, President, Lever Brothers; John Munro, Minister of Labour; David Archer, President, Ontario Federation of Labour; Robert Johnston, Deputy Minister, Ontario Ministry of Labour

Employers frequently hire immigrants for "dirty jobs or low-paying jobs," which Canadians are reluctant to take," said Milton Little, Supervisor of "Services for Working People," an inquiry and multi-service centre established by the Ontario Human Rights Commission. Little said that 80 per cent of the complaints and inquiries received by the centre are from new Canadians. "The integration of landed immigrants into the workforce is compromised by several factors," he explained. "One of the principal problems is language. Another is the lack of neighbourhood centres to provide newly arrived immigrants with information and advice."

Speaking on the future of the Canadian labour movement, William Dodge, Secretary-Treasurer of the Canadian Labour Congress, predicted that **"the present movement toward independence for Canadian sections of international unions will lead to full independence within the next 20 years."** Although international unions with headquarters in the U.S. have



William Dodge

"performed effectively" for Canadian members, and although "there is no evidence that their policies have been injurious to Canadian economic interests—even taking into account fund transfers—Canadian members are becoming more independent in spirit and are insisting upon autonomous Canadian structures. And they are making steady gains," Dodge told the final session of the two-day conference.

"In spite of a vast amount of aid and comfort given to the minuscule independence movement by the CBC and **The Toronto Star, the transition will take place by a smooth method and mutual understanding, and not by the destructive process being promoted by self-appointed saviours for Canadian independence**, such as the Committee for an Independent Canada on the right and the Waffle movement on the left."

Union structures may also change, Dodge said. Though small unions have a "remarkable instinct for

survival," the trend is toward larger unions with a wide range of services and activities, including many of a social character. He foresees an imminent acceleration of union growth as a result of a concerted drive by unions to recruit white-collar employees. "It is already clear that unionism is no longer shunned by this sector of the labour force, and when the initial breakthrough has been made, organized labour will see a great surge of new growth," Dodge asserted. The trend toward organization of employees in the white-collar and public service fields will also mean a greater degree of sophistication and effectiveness within union administrative bodies.

He predicted also that **more women would come into positions of prominence in the labour movement, and that more young people would be "taking over the reins."** Commenting on the political consciousness of workers in industry, Dodge said that this will become a "critical" issue in the

Western world in the next 20 years as workers attempt to gain a more equitable share of the wealth that their nations are capable of producing. "It is important to understand that **the private enterprise system must be drastically modified or be rejected by society,**" he declared.

"It is possible that management prerogatives may be attenuated through the bargaining process, with labor playing an increasingly responsible part in the planning and management of industrial production." In some respects, this is incompatible with private enterprise, but it is nevertheless much in evidence today in European countries with free enterprise economies.

Dodge warned that the alternative to a deliberate blurring of the lines of demarcation between labour and capital may be the violent overthrow of the present system.

G.S.



THE ADVISORY COUNCIL ON THE STATUS OF WOMEN

The proposal to establish a federal Status of Women Council was first made in the Report of the Royal Commission on the Status of Women (December, 1970), and iterated by the National Council of Women in their 1973 brief to the Cabinet. At that time, Labour Minister Munro reported that the Advisory Council would be set up in the near future.

Munro announced the formation of the new Council in the House of Commons on May 31: it will consist of 27 people of varying backgrounds and experiences. **Chairman of the Council is Dr. Katie Cooke, of Ottawa,** who will be supported by a staff located in the capital.

Cooke was chosen "because of her excellent understanding of the problems of women from all walks of life, her ability to work with and communicate with people of varying backgrounds and concerns, and her in-depth knowledge of the situation of women in Canada at the present time." Cooke, who was recently with the Department of Regional Economic Expansion as Manager, Western Section, Social and Human Analysis Branch, will take leave of absence from her Public Service post to fill the position.

"The purpose of the Council will be to bring before the Government and the public, matters of interest and concern to women, and to advise the Government on actions necessary to improve the position of women in society."

Munro added that "the Council will meet as often as it feels necessary, and its first meeting will probably be early in July," when the two vice-chairmen will be appointed. The Council will have authority to publish its reports, recommendations and statements.

"In establishing the Council in this manner," Munro continued, "I am aware that it does not follow the exact recommendation of the Royal Commission on the Status of Women, in that it will not report direct to Parliament; however, the main objective in having a body that reports to Parliament is to enable that body to make its advice public so that parliamentarians can look at the advice and can hold the Government accountable in those areas where they feel the Government may be vulnerable. By giving this Advisory Council authority to publish its recommendations and reports, this objective has been met." Initially, the Council will report to the Minister responsible rather than to Parliament, but this arrangement will be on an experimental basis. Should it later be found necessary, the Government would consider appointing a Council that reported direct to Parliament.

WOMEN IN THE QUEBEC LABOUR MOVEMENT

What is the woman unionist like?

In the three years from 1966 to 1969, there was a considerable increase in female union membership in Canada. The services industry shows a rise of 126.8 per cent, the business sector 64.1 per cent, and miscellaneous industries, 45.4 per cent.

Women—often credited with fierce individualism — are only lately learning the secrets of union life. They are learning to fight for their rights; they are taking their place on the labour market; they have come into the street and they have joined the front ranks of picket lines.

THE BLACK PANTHER

BY ANDRÉ BASTIEN

Huguette Plamondon, international representative of the Canadian Food and Allied Workers, is a Vice-President of the Canadian Labour Congress (CLC).

The CLC, formed in 1956 through the merger of the Trades and Labour Congress of Canada and the Canadian Congress of Labour, is, by far, the most important labour organization in Canada, uniting

close to 74 per cent of all Canadian union members. In each of the 10 provinces, there is a Federation affiliated with the CLC, electing its representatives to the Executive Board.

For the eighth consecutive time, in 1972, Huguette Plamondon ran for office on that board, —and won.

THE BEGINNING

At the end of World War II, she was working as a secretary for a small firm. It was her first job, and it did not last long.

"At the time, the Steelworkers were trying to organize employees. Some of them asked me to join the union, and I did. The very next day, the owner's son called me in his office and told me that I could not serve two masters. Since he took it that way, I asked him for my month's pay, a meagre \$85.

Seeking another job, Miss Plamondon called at the Steelworkers' office. They needed an employee.

"I'll be quite frank, I did not act from conviction. I was more interested in the pay, which was \$160 a month. But they had just hired a girl. They advised me to see the Packinghouse Workers' Union's representative."

"That was in the early days of trade unionism. There was no legislation yet, and no red tape either. When workers were picketing, we joined the picket lines. We did not work in an ivory tower. Unions were aggressive then, but today ..."

UP IN ARMS

Then something happened that abruptly turned the young office girl into a fierce militant.

"Brewery workers were on strike, and it was a major one. I was on my way to work one morning when I saw a crowd gathered in Chaboyer Park. I got off at the next stop to find out what was going on. A policeman arrested me as I stepped off the streetcar. I was disgusted. I said to myself: there is something dishonest in the system."

Her father, although considered a good unionist, ordered her to quit her job.

"He disagreed with what I was doing. It would have been different if it had been one of his sons."

POLITICAL ACTION

"When I heard union leaders protest the price of streetcar tickets, I didn't ask myself if they were communists. I agreed with them and stood side by side with them. I didn't even know at the time what communism really was about, not until friends handed me books on the subject."

"I wasn't a communist and could never have been one. I don't accept the believe-or-die doctrine."

But Huguette Plamondon still believes that political action and union action are inseparable. "We can lose everything at the hands of politicians."

"We have failed to convince workers of the need for political fighting. It will take another depression to wake them up."

A member of the CCF and Tommy Douglas' sponsor at the founding of the New Democratic Party, Miss Plamondon tried on several occasions to communicate her faith in a political revival.

"When I asked the workers to vote for the NDP, I was booed. Workers allow us to denounce capitalist parties, but that's all."

In part, this explains her reserved attitude when the Common Front was set up last summer—"... a premature action. Union members lacked information on the importance of what was at stake."

"People say that I am a reactionary. Still, the 3-D affair proved that the workers were not ready. In such a venture, one must be able to count on the rank-and-file. People also say that I am too naive, that I accuse them of making procedure, of preventing workers from voicing their opinions. Yet, it is only the workers' opinion that matters. When the day comes when you forget the one who pays the dues—that's serious."

JUSTICE FROM EMPLOYERS

Huguette Plamondon is proud of her orthodoxy and she shows it.

"Employers meet with me because I represent workers, and it pleases me. Just think of it, a painter's daughter with only 10 years' schooling."

But meeting with employers has not worn down her claws.

"In life, you don't get what you deserve, but only what you can obtain by fighting."

And she concludes acidly:

"I have no scruples about employers. Employers and union members sometimes call me the black panther, but that does not mean the same thing to employers and employees."

AN "ORDINARY" WOMAN

BY JEAN CHABOT

Thérèse Montpas is typical of 1973's "ordinary" Québec woman. She knows what she wants; she is determined to be a part of a society that is at once uncertain and dynamic.

A medical secretary at the Québec City Hôpital de l'Enfant-Jésus, Thérèse Montpas is an active member and President of the Hospital Employees' Union.

A MILITANT'S EARLY EXPERIENCES

Now a self-proclaimed militant, who was recruited under the Rand formula, Thérèse Montpas became a union member without any particular faith in trade unionism.

"But we were determined to put our views across, or at least make ourselves heard."

Her stand won her the job of representative on the union board, then called the Women's Hospital Service Union.

TO MAKE ONESELF HEARD

In 1968, she was chosen as a delegate to the Provincial Bargaining Committee in the hospital sector.

The bargaining units formed at the Hôpital de l'Enfant-Jésus reunited in 1968. The five unions merged into one, to be known as the "Syndicate of Employees of the Hôpital de l'Enfant-Jésus".

After fellow workers held two short terms as presidents of the new union, Montpas who had been the secretary since the reorganization, was called to the chair.

In 1970, she was invited as President to follow the activities of the Central Council (CNTU) of Québec City. (In the CNTU a group of local associations in one area is called a "Central Council;" at the level of an activity sector, it is called a "Federation.")

She attended the meetings regularly and, when a vacancy occurred, was elected as fourth vice-president; at the 1971 convention she was chosen as secretary. After the resignation of President Tapin and the crisis, as a result of the withdrawal of the 3 D's from the CNTU, she was elected President of the Central Council.

TRANSFORMING SOCIETY

At the last biennial convention of the CNTU in Québec City, Thérèse Montpas was called upon to make public her position concerning her Central Council and the Central Labour Congress itself, in an electoral and political battle being joined at all levels—municipal, school, provincial and federal. She fully endorsed the proposals of President Marcel Pepin, but denounced the weaknesses of the system—its injustices, its “contempt for workers.”

As a union militant, Thérèse Montpas did not share the President's opinion on one point: “Active union members cannot get involved in election campaigns without the necessary working tools, in the form of concrete definitions of social and economic principles.” In her opinion, “What is needed is a system appropriate to Québec and to Québécois.”

She proposed concrete measures that could be instrumental in freeing the people,” measures based on a far-ranging expression of public opinion that would “set up the consultative and working machinery with a view to stating more clearly, through the decision-making bodies, how society could be transformed.”

STRIKE ACTION AND THE PUBLIC SERVICES

As an “ordinary” member of the Common Front, an active member involved in the bargaining machinery, Thérèse Montpas finds herself, inevitably, in the front rank of strike pickets and public demonstrations.



“As long as the attitudes and mentality of management do not change,” she says, “it is important that there should be strikes, and in the public sector as well—even in the hospital sector. There can be no exception to the rule.”

But she considers strikes and other demonstrations necessary evils.

“When strike action is taken,” she explains, “it is generally because we have used and exhausted all other means of pressure. But there comes a time,” she emphasizes, “where it is absolutely impossible to only exercise pressures. It is necessary to go further. To take to the streets and demonstrate. It is necessary to make public one's grievances and claims.”

SPARE THE PUBLIC

In her opinion, any strike or demonstration has to be a well-thought out and well-executed action that presents labour's case to the public in the most favourable light.

“The public,” admits Thérèse Montpas, “is our most reliable and valuable ally. After all, in our struggle against administrations, it is mainly through pressure exerted by public opinion that we finally obtain the benefits we are seeking.”

“What matters to us in taking any union action is knowing how to control the effects of our action, to control its scope. We do not want the world's applause, but we seek efficiency—the strength—to finally reach the responsible persons who hide, well-protected, behind major official declarations. And we do this as directly as possible while avoiding injury or upset to the public, of which we too are a part.”

In summing up her philosophy, she mused, “Who am I, basically? “Am I Thérèse Montpas with my small stock of varied experiences, of personal concerns—this individual, or Thérèse Montpas, President of a hospital union, spokesman for a Central Council? In the long run—who I am, everything is based on the same thing—I am a militant, actively involved in the labour movement. That is all I want to be.”

THE WORKING STATUS OF WOMEN IN EUROPE

BY SHIRLEY PLOWMAN

Equal pay and equal opportunity for women are still dreams that will take some time to be realized in the European Economic Community, some women journalists learned with dismay at a Spring seminar in Brussels. The reporters, who came to the trading bloc's headquarters from Britain, Ireland and Denmark, learned also that issues such as sugar imports and marathon EEC debates on matters of community farm policy were supposedly "over their collective head," and that, until the EEC Commission got around to discussing social issues like abortion and contraception, there was really no point in hanging around to ask questions no one could answer.

A question by a woman journalist that apparently stymied the Commission at the bloc's headquarters was how the ordinary working habits of typical citizens in Britain would be affected by entry into the Common Market. The reply? "We do not understand the question."

When a journalist from Ireland, Ita Hynes, asked what machinery now exists for implementing the Commission's intention that there should be no more women "slaves" on the farms of the nine-country community, an EEC male spokesman quoted the legal language of the Commission's resolutions. "One can reasonably bank on a more active and responsible role for the woman . . . and greater freedom in her choice of farm tasks—as wife, mother, or simply woman."

Although faced with the fact that, even under the old six-country set-up, women make up more than half of the total population, **the all-male Commission insists that there is no anti-feminine conspiracy in keeping women from holding posts in the EEC's top executive authority.** No woman has ever been a commissioner, a permanent representative, a director-general, or a member of the community's council of ministers.

A stipulation laid down in the Treaty of Rome, on which the Common Market is based, declares in Article 119 that women should have equal opportunity and equal pay. Ministers of the European economic community have only recently come out in favour of the declaration; they declared also that there should be a development of legislation in the member countries that would ensure that equal pay and equal opportunity come into effect.

But despite the good will of the Market hierarchy, governments pay only lip service to the plea. One of the main reasons is that Common Market countries live in dread of inflation, and the consensus is that any swift implementation of equal pay would drive the delicate wage craft over the brink into torrential waters. Obversely, however, there is a certain apathy because, in all the member countries except France, there has been a marked decrease in women workers. Girls are staying at school or university longer, and they are getting married at an earlier age. But **there is still more unemployment among young European women than among young men, even though the women may be better educated.**

Laws governing women's work also vary greatly from country to country. Almost all of these laws are aimed not so much at enforcing equality as protecting women from long hours or night work. **The effect of these laws, unfortunately, has been to price women out of the labour market,** especially when employers are required to contribute to maternity benefits. Day nurseries and creches, so important to working mothers, are in short supply.



Britain's Equal Pay Act of 1970 calls for a gradual phasing-in of equal pay until 1975, when full parity becomes law. But the Act will become fully effective only if there is some legislative control of sex discrimination in jobs. **Women in Britain hold a mere 5 per cent of management jobs; and 75 per cent of them are employed in positions that take less than three months to master.** Less than 20 per cent of Britain's 9,000,000 working women earn pay equal to that of men in comparable positions; and more than half earn less than one dollar an hour.

Women's average earnings in a number of industrial sectors in Germany are approximately 70 per cent of the wages paid to men. In the textile industry only, the figure was 80 per cent. Women's wages in Belgium are about 75 per cent of men's wages in most of the industries, but, in a number of enterprises, the figure is only about 60 per cent.

Development in the relationship between male and female earnings in the 1964 to 1971 period show marked variations from one country to another. In Germany, there were small increases in most industries, but in France the situation remained stagnant. The development in Italy has been uneven, although the gap between male and female wages has been decreasing in the past few years. In Belgium and Holland, there has been a narrowing of the gap.

The female employment rate (percentage of working women in relation to the total female population aged 14 to 59) varies from 47 per cent in France to 26.3 per cent in The Netherlands. At all occupational levels, women are paid less than men.

There are many explanations for the marked differences in wages: **women work in industries where wages are traditionally low; their expectations and sights are much lower than those of men;** and they have been "programmed for defeat" in the career market by lack of opportunity, and by lack of confidence in their ability to win

out over a male competitor. In England, for instance, when a certain job for women was advertised at \$8,400 a year, nobody applied. It was readvertised at \$3,360 and the applications poured in.

Women are generally less skilled than men because of inferior training and obstacles to promotion—they are penalized for their vocational shortcomings without being financially rewarded for their merits. The equal-pay-for-equal-work principle applies only to jobs performed by both men and women. Manual dexterity, therefore, is not reflected in wage rates, as this is considered a female ability.

The problem, it seems, can be traced back to the European male's idea of a woman. She is only rarely considered doctor, lawyer or scientist. She is, as the Commission so aptly stated, "wife, mother or simply woman."

(Miss Plowman, a former member of the **Gazette** writing staff, is now with the Public Relations Division of the Department's Public Relations Branch).

THE CALURA QUESTION: WHAT PRICE INTERNATIONAL UNIONISM?

The Ninth Annual Report under the Corporations and Labour Unions Returns Act, released this spring by the federal Department of Industry, Trade and Commerce, contains statistical summaries and analyses of information filed by labour unions for 1970.

The Act requires every labour organization in Canada to file financial statements showing assets and liabilities, but **the report points out that the information provided on labour union financial affairs in Canada is incomplete.**

"For instance," the report notes, "compliance with the reporting provisions of the legislation requires that financial statements filed by international unions disclose only those selected expenditures incurred on behalf of their membership in Canada." Those expenditures are the salaries and wages of union employees, strike payments to members and locals, and pension and welfare payments to beneficiaries in Canada. "Consequently, the financial statements do not reflect the total financial transactions of international labour organizations in Canada."

The report shows that the assets of all reporting organizations amounted to \$1,283,774,000 and were distributed as follows: international unions, \$1,254,981,000; national unions, \$18,835,000; and government employees' organizations, \$9,958,000. Total liabilities stood at \$328,149,000 distributed as follows: international unions, \$320,825,000; national unions, \$4,637,000; and government employees' organizations, \$2,687,000.

In 1970, investments accounted for 78.3 per cent of the total assets held by international unions and amounted to \$982,789,000. Investments in Canada accounted for \$66,734,000 or 5.3 per cent of all assets.

Dues and assessments amounted in 1970 to \$638,531,000, or 86.5 per cent, of the total income of international and national unions, as well as government employees' organizations. The total income reported for 1970 by labour organizations was \$737,621,000 distributed as follows: international unions, \$700,559,000; national unions, \$24,917,000; and government employees' organizations, \$12,145,000.

Total expenditures amounted to \$742,602,000, of which \$710,668,000 was incurred by international unions, \$22,214,000 by national unions, and \$9,720,000 by government employees' organizations. The largest expenditures reported under the terms of CALURA were for strike benefits outside Canada, \$190,550,000; salaries of officers and employees outside Canada, \$160,157,000; and pension and welfare benefits paid to beneficiaries outside Canada, \$103,165,000.

The Canadian Labour Congress has repeatedly criticized the financial statistics of the CALURA Report as being incomplete and giving the false impression of a large money flow from Canada to the United States because, it claims, funds spent on education and research, rent for offices in Canada, and union publications or postage are not covered. Also omitted are allowances for the

costs of operating the parent union and such expenses as legal and professional fees.

According to the CALURA Report, **union membership in Canada is growing**, particularly among employees in federal and provincial government service. Organizations reporting under the Act reached a membership level of 2,267,526 in 1970—an increase of 49,880, or 2.2 per cent, over 1969. These figures contrast with those contained in **Labour Organizations in Canada**, annual publication of the Canada Department of Labour, which shows that as of January 1, 1971, total union membership in Canada was 2,210,554, an increase of 1.7 per cent over the previous year.

CALURA reported that, of the total membership, 1,383,181 members (61 per cent of total union membership) were in 90 international unions; 622,864 members (27.5 per cent) were in 54 national unions; and 261,481 (11.5 per cent) were in federal and provincial government service unions. **The membership increases over 1969 figures for international, national, and government unions were 0.8, 3.6, and 7.0 per cent.**

The Canadian Labour Congress has 118 affiliated labour organizations, representing 1,659,344 members, according to CALURA (**Labour Organizations in Canada** quotes 1,654,147 members). This is 73.2 per cent of total Canadian union membership. Including the membership of the 119 local unions directly affiliated, the CLC's total membership is 1,670,856, an increase of 45,544 or 2.8 per cent.

J.M.

THE COMMON FRONT IN RETROSPECT— A MANAGEMENT VIEW

By late autumn, some 30,000 members had joined the new group, most notably, the asbestos workers and the Alcan aluminum workers. These are both old locals, composed in large part of militant unionists whose struggles are part of the trade union history of Québec. The public service union, comprising some 30,000 members, also disaffiliated from the CNTU. Its President, Jean Paul Breuleux, indicated that this decision had been forced by the political philosophies of the main body, for "it is unthinkable that public service employee members should have as an objective the destruction of a political regime they are called upon to work with," said Perreault.

Meantime, radicalization of the QFL seemed to be faltering. "What had pushed this group, heretofore identified with American business trade-unionism, to take this left turn, further straining its relations with the Canadian Labour Congress?" Perreault queried. "To those who know the milieu, it seemed clear that the QFL's sudden radicalization was, in large part, imitative. Later, there was a general indifference on the part of the membership."

Radicalization had reached its peak when the leaders of the Common Front incited their members to disregard injunctions; and the backlash began to be felt when the organization accepted the return to work ordered by Bill 19. Another peak was reached when the three union leaders were jailed, and isolated strikes broke out in the province. Many of these, Perreault believes, were final attempts to manipulate the workers.

"The CNTU conference of June 1972 had been expected to be a turning point in the history of the movement; but, because the schism had already occurred, there was no explosion," Perreault declared. "The conference, at best, offered an opportunity for certain undecided locals to re-evaluate their future."

"And what had been the attitude of Québec employers during the crisis?" he asked. They repeatedly presented their viewpoints. They singled out the excesses and contradictions of the union manifestos. They felt anguish during the escalations of verbal violence by the union leaders. They strongly condemned those same leaders when they incited their members to anarchy. Above all, they refused to comment on the internal quarrels of the unions, recalling that employers are, most often, those who pay the price for inter-union disputes and raiding."

"Today, the trade union movement is living in the aftermath of what Perreault describes as "the great adventure." The manipulation of the workers has given way to an awareness of the workers' will—which was expressed with remarkable clarity.

"Today, the atmosphere is almost relaxed, Perreault observed in his concluding remarks. We have reached a period of calm, and this period of calm is most appropriate for a rethinking of fundamental labour relations problems. As Québec employers, we believe that this is the most urgent task to be faced now."

The key to understanding the Québec labour movement today lies in understanding the Confederation of National Trade Unions, in the judgment of businessman Charles Perreault, President and Director General of Le conseil du patronat, a federation of employers associations.

Speaking to the most recent meeting of the Industrial Relations Management Association of British Columbia, Perreault explained that the CNTU has always wanted to be an agent for social change, and, since its formation, has aimed its political action at economic and social structures.

The CNTU believes that the worker is the victim of a dehumanizing system, and that government and business are in collusion to maintain the system, that democracy in Québec is a myth, and that workers cannot expect justice unless they exercise power. "These beliefs have been part of the CNTU's arsenal for years, and they serve to support demands such as those aimed at shortening the workweek or justifying the Union's presence in the administration of a corporation's welfare program," Perreault explained.

Thus, negotiations involving the CNTU frequently entail long philosophical discussions; and management negotiators report that the style they use when dealing with the CNTU does not necessarily suit other unions.

A central feature of the CNTU is its policy of bringing labour relations into the political arena. Faced with the growing tendency of government to become involved in labour disputes in the private sector, the CNTU has adopted special tactics. Conflicts are allowed to deteriorate until they become serious economic or social problems, Perreault said. Then, the President of the CNTU steps in and takes over the whole package; and, when a settlement is reached, it is generally favourable to the union. For example, 1966 hospital negotiations lead to the virtual trusteeship of the hospitals as a prerequisite to the settlement of the dispute.

In 1971, the Union's political action became so intense that it could only be called "radicalization," Perreault continued. He described the elements of that radicalization as: verbal exaggeration; public demonstrations; giant rallies; creation of the Common Front—major trade unions united against the provincial government—for negotiations in the public and parapublic sector; the unlimited general strike in these sectors; and disregard of hospital injunctions.

The speaker cited manifestos as another important aspect of radicalization. They have also been used to delineate the philosophies of the various unions.

The CNTU manifesto, "Let's Count on Our Own Resources," stated that the workers must own the economy, and that there is no future in the present economic system. A report of the President of the Québec Federation of Labour, titled **One Front Only**, affirmed that "This society is not made for us."

The manifesto of the Québec Teachers Corporation dwelled on the importance of political action and the creation of a second front." Titled "The School at the Service of the Dominant Class," it reworked "the Manichean arguments of other union documents—the class struggle, and the collusion between the State and the owner class." It recommended that each school form political action committees comprising teachers, students, and office and maintenance personnel.

To explain the goals outlined in these manifestos, the leaders of the three unions crisscrossed Québec, holding rallies in principal centers. It was during these rallies that the worst verbal excesses were heard, Perreault stated. "Situations of violence could have occurred, but fortunately they were rare, although the October 1971 demonstrations against **La Presse** produced mass arrests" and indirectly caused the death of a young woman who suffered a fatal attack of asthma during the incident.

In Perreault's view, the radicalization of trade union philosophy probably reached its peak during the strike called by the Common Front in the public sector, when the leaders exhorted members to defy injunctions concerning access to certain hospitals. "This flouting of authority was not shared by all workers, and conflict subsequently occurred within the unions themselves."

As soon as the special legislation ordering the return to work of strikers in the public and parapublic sector was promulgated, the dissidents within the CNTU executive—known as "the three Ds": Dalpé, Daigle and Dion—were prepared to recommend compliance. On May 22, 1972, there were 12,000 unionists behind these three men. "They believed that the CNTU was incurable" and that a new union, "protected from the machinations of activists and ideologists," was needed, Perreault declared. La Centrale des Syndicats Démocratiques held its founding conference a few weeks later.

INDUSTRIAL AND GEOGRAPHIC DISTRIBUTION OF UNION MEMBERSHIP IN CANADA IN 1971

Membership figures are compiled from survey returns obtained by the Economics and Research Branch of the Canada Department of Labour from national and international union headquarters, central labour congresses and independent organizations, supplemented by other data obtained through the operation of the Corporations and Labour Unions Returns Act. The data obtained in the 1971 survey were published in **Labour Organizations in Canada 1971**, a handbook that contains statistical tables on union membership and a comprehensive directory of labour organizations active in Canada; names of the principal officers, publications and the distribution of the locals are also included. The statistical data contained in the handbook are Canada-wide totals, broken down by congress affiliation and by type and size of union.

Another survey of individual local unions across the country provides data for the accompanying tables, giving distributions of union membership by industry, by province and by Canada Manpower Centre areas. **There were 2,231,243 union members in Canada in 1971.** Owing to changes in survey techniques, the statistics by industry and area may not be fully comparable with those for previous years. Before 1971, the membership reported by each local was classified in the industry and area in which all (or most members in cases where the members are reported in more than one industry and more than one area) were employed. Beginning in 1971, an attempt was made to allocate membership of individual locals among different industries and areas where the membership was reported in this manner. For this reason the locals in Table 1 and 4 are non-additive, many locals having members in more than one industry and in more than one area.

Table 1 gives the distribution of union membership by industry on the basis of Statistics Canada Standard Industrial Classification (1970).

The information in Table 2 supplements that provided in Table 1. It lists, in alphabetical order, the names of the international and national unions and the independent local organizations that account for more than one-tenth of the organized workers within each of the industry groups. All organizations active within any particular industry group are thus not necessarily shown—only those having more than 10 per cent of the union membership reported in the group.

Table 3 shows union membership by provinces, and Table 4 provides a breakdown of union membership according to the geographic areas served by Canada Manpower Centres. These areas are based on the geographical classification used in the 1966 census and in most cases repeat the boundaries of census subdivisions; in a few cases they follow the boundaries of census enumeration areas.

We wish to acknowledge, with thanks, the co-operation extended by secretaries of union locals in providing information for this analysis.

TABLE 1—UNION MEMBERSHIP BY INDUSTRY, CANADA, 1971†

INDUSTRY GROUP	NO. OF LOCALS	TOTAL MEMBERS	TOTAL FEMALE MEMBERS
AGRICULTURE	5	344	89
FORESTRY	46	32,574	338
FISHING AND TRAPPING	25	2,304	24
MINES, QUARRIES AND OIL WELLS	240	73,582	622
Metal Mines	127	52,714	287
Mineral Fuels	35	7,096	53
Non-Metal (except coal mines)	35	11,417	282
Quarries and Sand Pits	31	1,492	—
Services incidental to Mining	12	863	—
MANUFACTURING INDUSTRIES			
Food	425	78,502	19,598
Beverages	116	12,992	975
Tobacco Products	23	6,465	3,184
Rubber and Plastic Products	98	17,303	3,709
Leather	65	11,373	5,495
Textile	180	32,606	11,941
Knitting Mills	23	2,877	2,078
Clothing	124	49,223	36,898
Wood	160	46,190	1,796
Furniture and Fixture	89	13,816	2,058
Paper and Allied Industries	403	82,976	5,632
Printing, Publishing and Allied Industries	222	32,632	5,515
Primary Metals	235	67,676	1,211
Metal Fabricating	454	60,829	6,756
Machinery	184	29,340	1,123
Transportation Equipment	241	112,790	9,239
Electrical Products	250	61,840	20,043
Non-Metallic Mineral Products	216	24,498	2,277
Petroleum and Coal Products	37	4,796	12
Chemical and Chemical Products	217	23,512	2,488
Miscellaneous Manufacturing	113	13,367	3,532
CONSTRUCTION	650	246,206	1,095
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	2,438	377,145	52,515
Air Transport and Incidental Services	117	18,606	4,363
Railway Transport	908	113,221	3,207
Water Transport and Incidental Services	137	29,525	528
Truck Transport	137	37,002	302
Buses and Street Cars	77	25,063	411
Other Transport	22	1,203	19
Storage	68	7,218	946
Communication	826	99,741	36,900
Electric Power, Gas and Water Utilities	146	45,566	5,839
TRADE	481	86,970	27,665
FINANCE, INSURANCE AND REAL ESTATE	27	2,615	1,545
COMMUNITY, BUSINESS AND PERSONAL SERVICE INDUSTRIES	1,459	281,978	141,846
Education and Related Services	454	55,347	16,950
Health and Welfare	589	147,235	100,496
Religious Organizations	6	348	163
Amusement and Recreation	119	33,981	6,232
Services to Business Management	25	1,928	135
Personal Services	88	7,046	3,885
Accommodation and Food	104	28,407	11,402
Miscellaneous Services	74	7,686	2,583

TABLE 1—UNION MEMBERSHIP BY INDUSTRY, CANADA, 1971†

INDUSTRY GROUP	NO. OF LOCALS	TOTAL MEMBERS	TOTAL FEMALE MEMBERS
PUBLIC ADMINISTRATION	2,208	339,216	77,404
Federal Administration	1,090	144,674	35,772
Provincial Administration	406	99,429	29,336
Local Administration	712	95,113	12,296
Other Government Offices	—	—	—
INDUSTRY UNSPECIFIED	75	2,706	228
TOTAL		2,231,243	448,931

*Non-additive: See introductory comments.

†Based on Statistics Canada Standard Industrial Classification (1970) (Cat. No. 12-501)

TABLE 2—UNION REPRESENTATION WITHIN INDUSTRY GROUPS, 1971

INDUSTRY GROUP	UNIONS COMPRISING MORE THAN 10 PER CENT OF THE TOTAL REPORTED MEMBERSHIP IN INDUSTRY GROUP (IN ALPHABETICAL ORDER)
AGRICULTURE	Agriculture Union-PSAC-(CLC) Chemical Workers (AFL-CIO/CLC) Teamsters (Ind.)
FORESTRY	Carpenters (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC) Woodworkers' Federation-UPA-(Ind.)
FISHING AND TRAPPING	B.C. Fishermen (CLC) United Fishermen (Ind.)
MINES, QUARRIES AND OIL WELLS	
METAL MINES	Steel workers (AFL-CIO/CLC)
Mineral Fuels	Mine Workers (CLC)
Non-Metal (except coal mines)	International Operating Engineers (AFL-CIO/CLC) Metallurgists, Mines and Chemical Workers Federation (CNTU) Steelworkers (AFL-CIO/CLC)
Quarries and Sand Pits	Building and Woodworkers Federation (CNTU) Cement Workers (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC)
Service Incidental to Mining	Machinists (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC)
MANUFACTURING INDUSTRIES	
Food Industries	Bakery Workers (AFL-CIO/CLC) Food Workers (AFL-CIO/CLC) Teamsters (Ind.)
Beverages Industries	Brewery Workers (AFL-CIO/CLC) Distillery Workers (AFL-CIO/CLC)
Tobacco Products Industries	Tobacco Workers (AFL-CIO/CLC)
Rubber and Plastic Products Industries	Rubber Workers (AFL-CIO/CLC)

TABLE 2—UNION REPRESENTATION WITHIN INDUSTRY GROUPS, 1971

UNIONS COMPRISING MORE THAN 10 PER CENT OF THE
TOTAL REPORTED MEMBERSHIP IN INDUSTRY GROUP
(IN ALPHABETICAL ORDER)

INDUSTRY GROUP

Leather Industries	Boot and Shoe Workers (AFL-CIO/CLC) Clothing Workers' Fed. (CNTU) Food Workers (AFL-CIO/CLC) Leather and Plastic Workers (AFL-CIO/CLC)
Textile Industries	Textile Federation (CNTU) Textile Workers Union (AFL-CIO/CLC) United Textile Workers (AFL-CIO/CLC)
Knitting Mills Industries	Amalgamated Clothing Workers (AFL-CIO/CLC) Clothing Workers' Fed. (CNTU) Textile Workers Union (AFL-CIO/CLC)
Clothing Industries	Amalgamated Clothing Workers (AFL-CIO/CLC) Ladies Garment Workers (AFL-CIO/CLC)
Wood Industries	Carpenters (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC)
Furniture and Fixture Industries	Building and Woodworkers Fed. (CNTU) Steelworkers (AFL-CIO/CLC) Upholsterers (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC)
Paper and Allied Industries	Paper Makers (AFL-CIO/CLC) Pulp and Paper Mill Workers (AFL-CIO/CLC) Pulp and Paper Workers Fed. (CNTU)
Printing, Publishing and Allied Industries	Bookbinders (AFL-CIO/CLC) Graphic Arts Union (AFL-CIO/CLC) Newspaper Guild (AFL-CIO/CLC) Printing Pressmen (AFL-CIO/CLC) Typographical Union (AFL-CIO/CLC)
Primary Metal Industries	Metal, Mines and Chemical Workers' Fed. (CNTU) Steelworkers (AFL-CIO/CLC)
Metal Fabricating Industries	Auto Workers (AFL-CIO/CLC) Machinists (AFL-CIO/CLC) Sheet Metal Workers (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC)
Machinery Industries	Auto Workers (AFL-CIO/CLC) Machinists (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC)
Transportation Equipment Industries	Auto Workers (AFL-CIO/CLC)
Electrical Products Industries	Cdn Union of Communication Workers (Ind.) I.U.E. (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC) U.E. (Ind.)
Non-Metallic Mineral Products Industries	Cement Workers (AFL-CIO/CLC) Glass and Ceramic Workers (AFL-CIO/CLC)
Petroleum and Coal Products Industries	Oil Workers (AFL-CIO/CLC)
Chemical and Chemical Products Industries	Chemical Workers (AFL-CIO/CLC) District 50 (A.T.W.) (Ind.) Metallurgists, Mines and Chemical Workers Fed. (CNTU) Oil Workers (AFL-CIO/CLC)
Miscellaneous Manufacturing Industries	Auto Workers (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC)

TABLE 2—UNION REPRESENTATION WITHIN INDUSTRY GROUPS, 1971

INDUSTRY GROUP

UNIONS COMPRISING MORE THAN 10 PER CENT OF THE
TOTAL REPORTED MEMBERSHIP IN INDUSTRY GROUP
(IN ALPHABETICAL ORDER)

CONSTRUCTION INDUSTRY

Carpenters (AFL-CIO/CLC)
I.B.E.W. (AFL-CIO/CLC)
Labourers (AFL-CIO/CLC)
Plumbers (AFL-CIO/CLC)

TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES**Air Transport and Incidental Services**

Airline Employees (CLC)
Airline Flight Attendants (CLC)
Machinists (AFL-CIO/CLC)

Railway Transport

Maintenance of Way (AFL-CIO/CLC)
Railway Carmen (AFL-CIO/CLC)
Railway Clerks (AFL-CIO/CLC)
Railway, Transport and General Workers (CLC)
United Transportation Union (AFL-CIO/CLC)

Water Transport and Incidental Services

I.L.A. (AFL-CIO/CLC)
Longshoremen and Warehousemen (CLC)
Merchant Service Guild (CLC)
Railway, Transport and General Workers (CLC)
Seafarers (AFL-CIO/CLC)

Truck Transport

Teamsters (Ind.)

Buses and Street Cars

Transit Union (AFL-CIO/CLC)
Public Service Employees' Fed. (CNTU)

Other Transport

C.U.P.E. (CLC)
Public Service Employees' Fed. (CNTU)
Railway, Transport, and General Workers (CLC)
Teamsters (Ind.)

Storage

Railway Clerks (AFL-CIO/CLC)
Rubber Workers (AFL-CIO/CLC)
Saskatchewan Wheat Pool Employees (CLC)

Communications

Canadian Telephone Employees (Ind.)
Letter Carriers (CLC)
Postal Workers (CLC)

Electric Power, Gas and Water Utilities

C.U.P.E. (CLC)
I.B.E.W. (AFL-CIO/CLC)

TRADE

Food Workers (AFL-CIO/CLC)
Retail Clerks (AFL-CIO/CLC)
Retail Wholesale Union (AFL-CIO/CLC)

FINANCE, INSURANCE AND REAL ESTATE

Commerce Federation (CNTU)
Office Employees (AFL-CIO/CLC)

COMMUNITY, BUSINESS AND PERSONAL SERVICES INDUSTRIES**Education and Related Services**

C.U.P.E. (CLC)
Public Service Employees' Fed. (CNTU)

Health and Welfare Services

C.U.P.E. (CLC)
Independent Local Organizations
Service Employees Fed. (CNTU)

Religious Organizations

Service Employees Union (AFL-CIO/CLC)
Service Employees' Fed. (CNTU)

Amusement and Recreation Services

Musicians (AFL-CIO/CLC)

TABLE 2—UNION REPRESENTATION WITHIN INDUSTRY GROUPS, 1971

UNIONS COMPRISING MORE THAN 10 PER CENT OF THE
TOTAL REPORTED MEMBERSHIP IN INDUSTRY GROUP
(IN ALPHABETICAL ORDER)

INDUSTRY GROUP

Services to Business Management	CLC Directly Chartered Locals Teamsters (Ind.)
Personal Services	Barbers Association (AFL-CIO/CLC) Barbers Federation (IND.) Laundry Workers (CLC)
Accommodation and Food Services	Hotel Employees (AFL-CIO/CLC) Railway, Transport and General Workers (CLC)
Miscellaneous Services	Labourers (AFL-CIO/CLC) Office Employees (AFL-CIO/CLC) Service Employees Union (AFL-CIO/CLC)
PUBLIC ADMINISTRATION AND DEFENSE	
Federal Administration	National Component-PSAC-(CLC) National Defence-PSAC-(CLC)
Provincial Administration	Alberta Civil Service (Ind.) B.C. Government Employees (CLC) Ontario Civil Service (Ind.) Quebec Government Employees (CNTU)
Local Administration	C.U.P.E. (CLC) Fire Fighters (AFL-CIO/CLC) Public Service Employees' Fed. (CNTU)

TABLE 3—UNION MEMBERSHIP BY PROVINCE, 1971

PROVINCE	NO. OF LOCALS	TOTAL MEMBERS	FEMALE MEMBERS
Newfoundland	164	29,910	1,869
Prince Edward Island	51	3,216	507
Nova Scotia	473	69,977	12,615
New Brunswick	431	51,981	7,551
Québec	2,736	653,673	152,373
Ontario	3,626	878,938	174,619
Manitoba	427	90,810	17,295
Saskatchewan	416	53,306	13,226
Alberta	537	115,871	21,984
British Columbia	952	280,114	46,779
Yukon and N.W.T.	35	3,447	313
TOTAL	9,848	2,231,243	448,931

TABLE 4—UNION MEMBERSHIP BY CANADA MANPOWER CENTRE AREA, 1971

CANADA MANPOWER CENTRE AREA	NO. OF* LOCALS	TOTAL MEMBERS	FEMALE MEMBERS
NEWFOUNDLAND			
Corner Brook	31	3,502	255
Grand Falls	32	8,241	228
Happy Valley	12	3,066	63
St. John's	91	15,388	1,409
PRINCE EDWARD ISLAND			
Charlottetown	44	2,613	496
Summerside	53	3,283	554
NOVA SCOTIA			
Amherst	23	1,526	276
Bridgewater	16	1,563	292
Dartmouth	34	4,000	672
Glace Bay	29	4,308	366
Halifax	135	31,982	6,814
Kentville	38	2,336	450
Liverpool	10	972	35
New Glasgow	49	6,375	757
North Sydney	19	1,091	235
Port Hawkesbury	18	2,046	242
Sydney	73	9,172	1,047
Truro	20	1,489	290
Yarmouth	31	3,105	1,114
NEW BRUNSWICK			
Bathurst	47	5,623	858
Campbellton	31	4,879	688
Edmundston	27	2,501	327
Fredericton	60	7,094	1,358
Moncton	97	11,048	1,602
Newcastle	30	3,191	395
Saint John	109	15,396	1,924
St. Stephen	20	969	217
Woodstock	18	1,473	231
QUEBEC			
Alma	35	3,835	648
Asbestos	11	2,475	136
Baie Comeau	43	7,396	648
Beauharnois	25	2,710	320
Buckingham	17	1,624	261
Causapscal	7	490	129
Chandler	17	2,245	470
Chicoutimi	45	10,285	1,594
Cowansville	10	1,630	441
Dolbeau	25	1,408	290
Drummondville	42	6,034	1,894
Farnham	17	3,694	542
Forestville	10	787	50
Gaspé	12	1,964	641
Grand'Mère	1	43	—
Granby	55	5,731	1,709
Hull	69	10,581	1,919
Joliette	63	8,910	2,299
Jonquière	51	11,125	971
L'Assomption	4	570	67
La Malbaie	22	2,175	352
La Tuque	19	2,175	411
Lac Megantic	10	663	214
Lachute	17	1,931	281

TABLE 4—UNION MEMBERSHIP BY CANADA MANPOWER CENTRE AREA, 1971

CANADA MANPOWER CENTRE AREA	NO. OF* LOCALS	TOTAL MEMBERS	FEMALE MEMBERS
Laval	8	1,758	174
Lévis	51	5,417	1,248
Louisville	7	237	99
Magog	10	3,177	1,327
Maniwaki	9	1,980	123
Matane	16	1,053	278
Mont Laurier	16	1,810	491
Montmagny	20	2,137	353
Montréal	800	341,196	82,417
New Richmond	10	1,734	268
Plessisville	12	2,431	574
Pointe Claire	15	1,293	394
Port Alfred	21	1,925	160
Québec	252	79,361	20,715
Rimouski	41	4,996	1,295
Rivière du Loup	39	2,571	970
Roberval	31	3,042	764
Rouyn	50	6,180	889
Sept-Iles	35	4,220	523
Shawinigan	61	7,808	1,653
Sherbrooke	113	16,398	4,709
Sorel	51	9,151	1,028
St. Hyacinthe	52	6,695	2,457
St. Jean	84	10,480	2,448
St. Jérôme	35	3,666	1,066
Ste. Agathe des Monts	6	345	114
Ste. Thérèse	33	3,507	595
Thetford Mines	40	4,805	530
Trois Rivières	84	14,360	3,396
Val D'or	59	5,534	640
Valleyfield	35	4,814	1,243
Victoriaville	39	5,918	1,930
Ville St. George	28	3,441	1,440
ONTARIO			
Arnprior	8	680	94
Barrie	38	4,465	1,035
Belleville	63	6,665	1,578
Bracebridge	16	1,152	349
Brampton	67	10,405	2,764
Brantford	67	9,452	2,077
Brockville	29	4,459	1,195
Carleton Place	8	327	92
Chatham	33	5,695	488
Cobourg	32	3,262	743
Collingwood	15	1,805	447
Cornwall	58	6,636	1,095
Elliot Lake	12	1,408	51
Fort Erie	20	989	108
Fort Frances	26	2,579	181
Fort William	12	2,631	41
Galt	70	8,224	1,824
Gananoque	11	994	171
Goderich	19	1,650	454
Guelph	73	9,514	2,798
Hamilton	235	66,491	10,865
Hawkesbury	11	1,022	123
Kapuskasing	22	2,948	132
Kenora	52	4,680	472
Kingston	68	12,420	2,829
Kirkland Lake	21	2,166	52
Kitchener	103	23,936	5,357

TABLE 4—UNION MEMBERSHIP BY CANADA MANPOWER CENTRE AREA, 1971

CANADA MANPOWER CENTRE AREA	NO. OF* LOCALS	TOTAL MEMBERS	FEMALE MEMBERS
Leamington	13	1,990	538
Lindsay	24	1,290	428
Listowel	9	367	10
London	149	29,579	6,430
Midland	22	2,706	845
Napanee	8	450	16
New Liskeard	15	1,480	247
Newmarket	22	2,378	704
Niagara Falls	45	5,524	638
North Bay	61	5,350	1,110
Oakville	34	8,790	901
Orillia	23	2,593	778
Oshawa	82	23,838	7,034
Ottawa	224	70,745	18,970
Owen Sound	35	3,420	957
Parry Sound	10	626	89
Pembroke	40	3,822	570
Perth	4	164	75
Peterborough	69	11,240	2,327
Pictou	11	338	45
Port Arthur	120	22,854	3,232
Port Colborne	16	3,104	181
Prescott	20	2,189	721
Renfrew	14	1,023	241
Sarnia	55	11,257	833
Sault Ste. Marie	77	14,836	1,282
Simcoe	24	1,476	150
Smith Falls	27	2,861	979
St. Catharines	108	22,102	1,957
St. Thomas	50	7,813	1,150
Stratford	43	4,859	1,530
Sturgeon Falls	10	604	126
Sudbury	97	33,185	1,967
Tillsonburg	6	508	92
Timmins	53	6,469	645
Toronto	768	301,372	65,148
Trenton	33	3,002	795
Walkerton	13	3,932	1,818
Wallaceburg	12	2,107	759
Welland	49	10,127	1,946
Windsor	108	42,809	6,879
Woodstock	38	6,035	1,644
MANITOBA			
Brandon	43	4,003	877
Dauphin	22	1,124	172
Flin Flon	13	2,823	61
Morden	3	42	3
Portage la Prairie	18	1,793	403
Selkirk	31	2,746	399
Steinbach	4	301	9
The Pas	33	6,401	465
Winnipeg	275	71,381	14,468
ASKATCHEWAN			
Estevan	13	488	117
Lloydminster	5	135	91
Melfort	2	25	2
Moose Jaw	39	4,608	1,454
North Battleford	23	1,609	585
Prince Albert	51	5,084	969
Regina	124	20,240	5,125
Saskatoon	120	16,278	3,533
Swift Current	13	1,096	390
Weyburn	12	1,156	486
Yorkton	34	2,087	461

TABLE 4—UNION MEMBERSHIP BY CANADA MANPOWER CENTRE AREA, 1971

CANADA MANPOWER CENTRE AREA	NO. OF* LOCALS	TOTAL MEMBERS	FEMALE MEMBERS
ALBERTA			
Blairmore	10	1,080	147
Calgary	153	40,201	6,081
Drumheller	18	913	122
Edmonton	201	57,997	12,274
Edson	21	2,496	427
Fort McMurray	1	61	10
Grande Prairie	14	1,111	134
Lethbridge	55	4,632	860
Medicine Hat	38	3,085	529
Peace River	13	857	169
Red Deer	37	3,566	1,264
St. Paul	3	74	11
Stettler	4	62	1
BRITISH COLUMBIA			
Abbotsford	20	1,690	383
Campbell River	23	3,747	271
Chilliwack	22	6,330	429
Courtenay	14	1,333	249
Cranbrook	35	4,897	253
Dawson Creek	9	595	52
Fort St. John	8	410	16
Kamloops	51	6,094	576
Kelowna	19	2,816	300
Nanaimo	40	8,553	511
Nelson	26	2,584	141
Penticton	30	3,343	1,696
Port Alberni	18	6,710	149
Powell River	10	424	66
Prince George	45	8,868	617
Prince Rupert	38	3,776	639
Quesnel	8	352	81
Terrace	42	4,364	220
Trail	22	4,153	83
Vancouver	384	185,570	36,478
Vernon	38	3,391	274
Victoria	120	20,123	3,467
Williams Lake	14	701	69
YUKON			
Whitehorse	21	1,950	158
NORTH WEST TERRITORIES			
Inuvik	3	87	5
Yellowknife	12	1,418	150

*Non-additive: See introductory comments.

PRICE INDEXES

CONSUMER, APRIL

The consumer price index for Canada (1961=100) rose 1.1 per cent to 147.3 in April from 145.7 in March. Food prices, which advanced 2.6 per cent, were again the major contributor to the latest month's increase. The level of prices for all-items other than food rose 0.5 per cent as the clothing index increased 1.4 per cent, health and personal care 0.9 per cent, housing 0.4 per cent and recreation and reading 0.4 per cent; the transportation and tobacco and alcohol indexes were unchanged. The all-items index advanced 6.6 per cent.

The food index advanced 2.6 per cent to 156.2 in April from 152.2 in March. In the latest month, restaurant meal prices rose 1.4 per cent reflecting increases in many cities; the price level of food consumed at home rose 2.8 per cent. There were higher quotations for meat, milk and fresh produce—important contributors to the price increase of food for home consumption. The index for meat, fish and poultry rose 3.0 per cent—beef 2.3 per cent, pork 2.1 per cent and poultry 6.6 per cent. Since April 1972 the price of beef has risen, on average, more than 16 per cent, pork nearly 30 per cent, and poultry more than 26 per cent. Egg prices increased 8.5 per cent to a level 43 per cent above that of a year ago. Between March and April, the fruit index rose 11.3 per cent. The vegetable index advanced also, despite lower quotations for tomatoes and celery, because of price rises for other produce items, particularly onions. Compared with April 1972, the vegetable index advanced 22 per cent and the fruit index 13 per cent. Between March and April the price of fresh milk rose 4.4 per cent as higher retail quotations were registered in the Maritimes, Quebec, Ontario and British Columbia and higher prices for butter were registered in cities east of Winnipeg. The bakery and cereal products index declined 0.2 per cent mainly because of lower prices for bread in some western cities. Price decreases were also recorded for some other items including soft drinks, sugar and chocolate bars. **Since April 1972, the food index advanced 12.9 per cent** with the price of food consumed at home rising 13.3 per cent and that for restaurant meals 10.7 per cent.

The housing index rose 0.4 per cent to 150.1 in April from 149.5 in March because of increases of 0.5 per cent in the shelter and 0.2 per cent in the household operation components. Within the shelter component, the home-ownership element rose 0.7 per cent because of increases in the indexes for new houses and home-owner repairs. Rents advanced 0.1 per cent. Among household operation items, furniture prices increased, on average, 1.0 per cent. In the appliance index a decline of 0.1 per cent was reflected in reduced prices for vacuum cleaners and refrigerators. Among other household operation items, higher prices were recorded for carpets, drapery material, dishes, saucepans, detergents and toilet paper. **Between April 1972 and April 1973, the housing index advanced 6.0 per cent.**

The clothing index advanced 1.4 per cent to 136.4 from 134.5, and was 4.0 per cent above its level of a year ago. In the latest month the index for women's wear advanced 2.3 per cent, and for men's wear 1.2 per cent, reflecting higher prices for most items surveyed, especially women's coats and dresses, and men's coats, business shirts and suits. There was a rise of 1.0 per cent in footwear prices mainly because of higher quotations for children's shoes and men's and women's street shoes. Higher prices for knitting yarn and cotton material were responsible for an increase of 0.6 per cent in the piece goods index. The children's wear component was unchanged as price rises for some items were offset by reduction in others.

The transportation index was unchanged from its March 1973 level of 133.9 and was 0.7 per cent above its level of April 1972. In the latest month, the automobile operation element was unchanged as lower quotations for gasoline in several Ontario cities and in Winnipeg as well as some reductions in the price of tires, offset scattered price increases for new cars and generally higher motor oil quotations.

The health and personal care index advanced 0.9 per cent to 154.1 from 152.8 mainly because of a 3 per cent increase in dentists' fees that reflected generally higher charges for all services surveyed. Pharmaceutical prices rose 0.1 per cent as higher quotations for laxatives, vitamins and some prescriptions outweighed reduced prices for cough medicine and antiseptics. The personal care services index rose 0.3 per cent because of higher charges for women's hairdressing in Edmonton and Calgary and for men's haircuts in Thunder Bay. A decline of 0.4 per cent in personal care supplies resulted from reduced prices for a number of toiletries, particularly toothpaste and shaving cream. The health and personal care index was 4.1 per cent higher than a year ago.



The recreation and reading index rose 0.4 per cent to 143.0 from 142.5, and was 3.4 per cent above its April 1972 level. The reading component advanced 0.5 per cent in the latest month because of higher newspaper subscription rates in Edmonton. A 0.2 per cent increase in the recreation element reflected generally higher bicycle prices and some increased quotations for toys and phonograph records. Prices of camera film, including processing, were lower.

The tobacco and alcohol index was unchanged from its March level of 135.8, and was 2.8 per cent above its level of April 1972.

Consumer price index items, classified by commodities and services, give another view of the incidence of the change in prices. Between March and April **the services index rose 0.4 per cent** because of higher prices for dental care, shelter services, men's haircuts, women's hairdressing, and increased train and taxi fares. **The total commodities index advanced 1.5 per cent** mainly because of the 2.6 per cent increase in food prices. The component for **non-durable commodities other than food moved up 0.6 per cent** as higher prices for clothing, household cleaning supplies, motor oil, toys and records outweighed reductions for toiletries, gasoline and camera film. A 0.4 per cent rise in durables' prices resulted from higher quotations for furniture, carpets, bicycles and new cars outweighing reductions for automobile tires and for appliances. Between April 1972 and April 1973, the index for commodities advanced 7.0 per cent and that for services rose 5.9 per cent.

CITY CONSUMER, APRIL

Between March and April consumer price indexes rose in all regional cities and city-combinations, with increases ranging from 0.8 per cent in the prairie provinces to 1.9 per cent in Saint John, N.B. Food indexes advanced in all cities reflecting higher prices for most meat, fish and poultry, fresh produce items, milk, eggs and butter, and increased restaurant meal prices. Lower prices were registered for bread, tomatoes, celery, ice cream, chocolate bars and soft drinks. Because of higher rents and higher prices for some home furnishings and supplies, housing components advanced in ten cities and city-combinations, declined in one, and were unchanged in one. Clothing indexes advanced in all cities reflecting higher prices for footwear, and men's and women's wear. Lower prices were registered for many items of children's apparel in all cities. Health and personal care components rose in ten cities and city-combinations because of increased dentists' fees and higher prices for some pharmaceuticals, toilet soap and, in Thunder Bay and Edmonton-Calgary, increased charges for men's haircuts and women's hairdressing. Transportation indexes moved up in eight cities and city-combinations, declined in one and were unchanged in three. Train fares were higher across the country and, in many cities, increased prices were registered for new cars, gasoline and motor oil. Recreation and reading indexes rose in seven cities, and the tobacco and alcohol components were unchanged in all centres.

Regional consumer price index point changes between March and April were, on the base 1961=100: Saint John 2.6 to 138.1; Halifax 1.8 to 137.4; St. John's 1.5 to 137.2; Montreal 1.4 to 137.2; Vancouver 1.4 to 138.6; Ottawa 1.3 to 142.5; Toronto 1.2 to 141.3; Winnipeg 1.1 to 139.3; Edmonton-Calgary 1.1 to 139.2; Saskatoon-Regina 1.0 to 133.6; on the base 1969=100: Quebec City 1.2 to 112.0; Thunder Bay 1.1 to 112.2.

City indexes are not as comprehensive in price content as the Canada consumer price index and may underestimate slightly the degree of price movements occurring. In this connection, the shelter component of the city indexes moves on the basis of changes in rents only, changes in both rents and home-ownership costs are included in the Canada index. As a result of home-ownership costs having increased more rapidly than rents, the housing and all-items indexes for cities have tended to underestimate somewhat the rates of price increase, particularly over long periods. Plans are being made by Statistics Canada to incorporate home-ownership prices in city indexes.

WHOLESALE, MARCH

The general wholesale price index (1935-39=100) rose 2.0 per cent to 350.0 from the revised February index of 343.2. It was 15.1 per cent higher than the March 1972 index of 304.0. All eight major group indexes were higher.



The textile products group index rose 4.4 per cent to 309.5 from 296.4 on higher prices for miscellaneous fibre products, worsted and wool cloth and imported and domestic raw wool. An advance of 4.3 per cent to 301.4 from 289.0 in the non-ferrous metals products group index reflected price increases for copper and its products and domestic zinc. Higher prices for livestock, and fresh and cured meats were mainly responsible for a rise of 2.2 per cent to 427.7 from 418.3 in the animal products group index. An advance of 2.1 per cent to 500.0 from 489.7 in the wood products group index

reflected price increases for fir, pine, hemlock, cedar and spruce. The vegetable products group index moved up 1.1 per cent to 294.6 from 291.3 on higher prices for potatoes, milled cereal foods and tea, coffee and cocoa. An increase of 1.1 per cent to 252.6 from 249.8 occurred in the chemical products group index on price increases for soaps and detergents, fertilizer materials, and paint and paint materials. Slight increases were recorded in the iron products group index to 344.0 from 342.5 and in the non-metallic minerals group index to 242.8 from 241.9.

IMPROVING JOB PROSPECTS AND WORKING CONDITIONS IN THE PETROLEUM INDUSTRY

Petroleum experts from 24 countries have called for intensified efforts by the International Labour Organization to improve conditions and job prospects in the petroleum industry. The request came in a resolution adopted at the eighth session of the ILO Petroleum Committee, which met recently in Geneva.

The Petroleum Committee is one of nine international industrial committees on which Canada is represented. The committees, created by the ILO in 1945, deal with the labour and social problems of major industries of world importance.

Some 250 oil company managers, trade union officials and government specialists reviewed developments resulting from the effects of new technology, from changing attitudes to environmental protection, and from expansion in response to rising demands for petroleum.

Further resolutions were adopted on the need to involve employers' and workers' organizations with studies of working conditions, multinational corporations, and environmental problems.

The Committee called for study of permissible limits of pollutants, the study and exchange of information on various aspects of working conditions, and the inclusion of the petroleum industry in the ILO's proposed studies of the social effects of multinational corporations. The ILO was also asked to take steps to prepare measures to mitigate harmful social and economic effects of environmental action.

The Committee noted that, although there had been improvements in safety and health, problems remain; governments should prescribe safety and health standards after consultation with employers and workers.

More research was advocated into such matters as job satisfaction directed to relieving boredom and improving motivation, particularly where there is danger from the monotony produced by certain automated processes.

Where contract, subcontract and casual workers are not covered by legislation or collective agreements, efforts by public authorities and the oil industry should be aimed at giving these workers better working conditions and fair wages.

The Committee cited the effectiveness of the work safety permit system—where only properly trained workers are authorized to carry out specific operations—as a proper subject for joint employer-worker participation."



In reviewing the work done by the ILO and member states in following up conclusions and resolutions, the Committee stressed the need for governments to provide full information on implementation.

The resolutions and conclusions go to the ILO Governing Body, which then decides on future action.

Government delegates were John Millons, Assistant Director, Economics and Research Branch, Canada Department of Labour, and G. W. Lawson, Chief Electrical Inspector, Alberta Department of Manpower and Labour.

Worker delegates were C. Neil Reimer, National Director, Oil, Chemical and Atomic Workers International Union, Edmonton, and R. T. Philp, Representative, Oil, Chemical and Atomic Workers International Union, North Burnaby, B.C.

Employer delegates were E. J. Gaunt, Manager, Employee Relations, Gulf Oil Canada Limited, Toronto, and A. A. Hoffmann, Manager, Employee Relations, BP Canada Limited, Montreal.

J.D.A.

DECISIONS OF THE UMPIRE

Two principal issues are involved in this appeal. The first was whether there was "financing" of a labour dispute by the claimants and the second was whether those who did not contribute belonged to a grade or class of their fellow workers who did contribute. All the claimants in the standard clerical grouping, to which the representative claimant belonged, were employed in the same premises, represented by the same union, and belonged to the same class of workers. Some of them contributed to the international union strike fund and those who did not were ineligible for benefit.

The representative claimant, a member of Local 7657, USWA, had been employed as a claims and traffic clerk (standard clerical category) from May 18, 1967 to June 23, 1971, when he was laid off because of a job shortage. This was confirmed by his employer on June 29. On June 24, 1971, he filed an application for benefit but was disqualified under Sec. 63 of the Act. On July 21 he appealed to the board of referees.

The insurance officer's submission to the board of referees stated that a labour dispute existed at the premises where the claimant was employed and that the parties involved were . . . Limited and Locals 3292 and 7657, USWA, representing office workers. Negotiations toward the renewal of the bargaining agreement of Local 3292, scheduled to expire on January 7, 1971, were initiated on January 5. They continued during several subsequent meetings, but

failed, and on June 9 union members voted for strike action. Five days later, 271 of the 276 hourly rated employees covered by the bargaining unit went on strike and picket lines were set up. The remaining five employees did not report for work on their regular shift and as a result there was a complete stoppage of production. The insurance officer gave the following additional information regarding this dispute.

The union representative advised that there would be no strike pay for the first three weeks of the dispute and then the strike pay would not be paid as such, but vouchers would be issued to certain supermarkets for food. Only members in cases of need would be eligible for special assistance. If money was needed for items such as rent, etc., special consideration would be given. In some cases union approved loans could be obtained through credit unions or banks, but only if the strike exceeded one month. Money assigned for food allowances and for special cases, would come from the strike welfare fund.

The employer confirmed that 32 office workers were members of Local 7657, USWA (AFL-CIO), and 12 office workers did not belong to a union. Fifteen workers, two of whom were non-union members, had been laid off because of a job shortage since the strike began.

The business agent of Local 7657, stated that members of this local contributed \$35.78 to the International Union Strike Fund during the past year. Since the hourly rated employees who are on strike are eligible for strike pay or strike assistance since July 4, 1971, the office workers should also be considered as financing the dispute.

The insurance officer notified the claimant on July 15 that he was disqualified from receiving benefit under Sec. 63 of the Act from July 4, 1971 as he had lost his employment because of a work stoppage due to a labour dispute "at the factory, workshop or other premises" at which he was employed.

The claimant appealed to the board of referees on July 21, contending that neither he nor any members of his grade or class of workers were taking part in, financing, or directly interested in the dispute or in its outcome.

In a memorandum to the board of referees, the insurance officer stated . . . that 95 per cent of the work resumed on August 17, and it was considered that the dispute had ended on August 16, 1971. Consequently the disqualification that had been imposed on the claimant was terminated on August 16.

According to the union ledger card, the claimant paid union dues of \$5 a month from August 1970 to June 1971, inclusive.

A hearing, held by the board of referees on September 9, 1971, was attended by the claimant, and two officers, who acted on his behalf. The employer was also represented. The majority board found that an amount was contributed to the Strike and Defense Fund by

office workers, Local 7657. The claimant and one other employee, because of their classification, made no contributions to the fund as they were of a grade or class of workers who contributed and therefore came under the terms of Sec. 63 (2) (b) of the Act (1955). By a majority, the board concluded "that there was a labour dispute at the premises where the claimant was employed; that a work stoppage attributable to this dispute took place at these premises; that the claimant lost his employment because of such stoppage; and that the claimant had not proven that there was no participation, financing or direct interest on his part, or on the part of any members of his grade or class of workers, who, immediately before the commencement of the stoppage, were employed at the premises at which the stoppage took place. By a majority vote, the appeal was dismissed."

The dissenting member, expressed the following opinion: "... The striking workers (members of) Local 3292, received strike pay commencing July 5 and the insurance officer ruled that ... The claimant was financing the strike and disqualified him under Sec. 63 (1) of the Act (1955). It was pointed out at the hearing that his dues were \$5 a month, of which \$2.50 was allocated to the Local and \$2.50 to the International Union. No money was set aside for a strike and defense fund.

Further evidence submitted to the board showed that only one other claimant ... was considered to be in the same grade as ... and his claimant also paid only \$5 union dues, none of which went toward a strike fund.

"Considering the above facts it is quite evident that no member of ... grade financed the strike.

"The only other question to face the board was the attempt to define 'classification' and how one can say that ... a traffic and claims clerk, could be in the same classification as ... a nurse, one of the claimants, is beyond comprehension.

"For the above reasons I uphold the appeal."

On September 29, the United Steelworkers of America appealed to the Umpire. The claimant countersigned the appeal. In support of the appeal, it was alleged, *inter alia*, that the claimant did not contribute to a fund and no one in his grade or class contributed to a fund that financed the plant strike.

Following is the text, in part, of the observations of the Commission's Chief, Entitlement Determination:

"A labour dispute, resulting in a stoppage of work, existed between ... Limited and Local 3292, United Steelworkers of America (AFL-CIO). The dispute commenced on June 14, 1971 and strike pay was paid to the members of the union commencing July 5, 1971.

"At the premises where the dispute took place another local of the USWA (AFL-CIO), represented the office workers. This local, Local 7657, contributes some of its dues to a general strike fund in accordance with the provisions of Article XIV of the Constitution of the International Union United Steelworkers of America. The claimant and the other persons listed ... were members of Local 7657, and some members of this union contributed to the strike fund.

"None of the points set out above are in dispute. The two main arguments raised by the union are that neither the test appellant himself nor any member of his grade or class contributed to the strike fund. Further, any contributions made by the members of Local 7657 were too insignificant to have any effect in aiding the cause of the striking workers. In support of this latter argument, the union refers to submissions made to the Umpire in CUB 2918 by the claimant's representative in that case.

"A careful review of the evidence presented before the board at the hearing in September 1971 shows that on the basis of the formula ... did not personally contribute to the strike fund. The same is true of the claimant Mrs. ... From the evidence, it would appear that all the other claimants listed were contributing to the strike fund although the union disputed the situation in regard to the claimant.

"As far as the point raised by the union regarding the negligible amount contributed to the strike fund by Local 7657 is concerned, these arguments have already been dealt with by the Umpire in the decision in CUB 2918. As there has been no change in the wording of the sections of the Unemployment Insurance Act dealing with the financing of a labour dispute it is considered that the previous jurisprudence is applicable.

"... The minority report disputes the fact that the type of work being performed by these individuals was so homogeneous that they could be considered of the same grade or class. The example that he quotes is the difference in work between the nurse and the representative claimant, a traffic and claims clerk. Both these positions are listed in the same category of standard clerical by the union agreement Article 26.02, as are all the other claimants except Mr. ... Unless some other basis can be found for dividing the members of Local 7657 into grades or classes it appears that in this present case the provisions of Article 26 of their own union agreement is an equitable basis and that all claimants represented by this appeal must be considered to be of a grade or class of workers that was contributing to the strike fund."

The case was heard by the Umpire on April 20, 1972. The claimant was not present.

There are two principal issues in this appeal, the Umpire said in his decision. The first is whether there was "financing" of the labour dispute by the claimants.

"I dealt with the matter of 'financing' a labour dispute, within the meaning of Sec. 63 (2) of the Act, as it then was, in CUB-2918, dated January 15, 1970. In that case there was a payment of 50 cents per capita per month to an international strike fund, and I held that there was 'financing.'"

"The 1971 Act has not changed the substance or purpose of the said Sec. 63 (2), and much of what I said in CUB-2918 can be said in this case also.

"The evidence indicates that in accordance with the union's Constitution members of Local 7657 contributed \$35.78 to the International Union's Strike and Defense Fund in the second half of 1970. Evidence was not given as to amounts contributed prior to or after that period. The Fund is financed by dues of members as set forth in Article XIV, Sec. 7 (b) of the union's Constitution, which provides that amounts of monthly dues in excess of \$5 "shall be divided equally between the Strike and Defense Fund, the International Union and the Local Union. Of this amount, one third shall be retained by the International Secretary-Treasurer, one third shall be deposited by him in the separate Strike and Defense Fund provided for in Sec. 15 of this Article, and one third shall be returned or sent to the local union financial secretary as a per capita refund."

The union's audit report for July-December, 1970, shows that local unions in District No. 6, Central and Western Canada, which includes Local 7657, contributed a total of \$491,575.37 to the Fund, including the \$35.78 from Local 7657.

Although the \$35.78 from Local 7657 is a relatively small amount, the scheme called for continuing contributions that collectively would finance the Fund, and Local 7657 provided its due share of the total. When looked at in the context of the long-range scheme of financing of the Fund and its purposes and availability, I do not regard the contributions by members of Local 7657 as so insignificant as not to be considered as 'financing' within the meaning of Sec. 63. (2).

"... commencing July 5 the Fund was used in support of the workers on strike at the premises concerned, that is, the premises where the dispute, stoppage of work and loss of employment occurred. How much was actually paid from the Fund for that purpose was not disclosed.

"Nine claimants are represented in this appeal. Some of them did not contribute to the Fund. The second issue, therefore, is whether those who did not contribute belong to a grade or class of their fellow workers who did contribute. The information supplied by the employer and set forth in the memorandum dated December 1, 1971, gives the job titles and rate of pay of the nine claimants. The claimants ... paid only \$5 per month dues and consequently did not contribute to the Fund. All the others had rates that would make them contributors. All the claimants ... except a draughtsman in the technical grouping and who was a contributor to the Fund, were in the standard clerical grouping.

"While it is arguable, as argued on behalf of the claimants by the union representatives, that the workers in the standard clerical grouping were of separate grades and classes, I am of the opinion that all the claimants in this grouping, employed in the same premises and represented by the same union as bargaining agency belonged to the same class of workers. Some of them contributed to the Fund, and those who did not are consequently not able to take advantage of the relief provisions of Sec. 63. (2).

"The appeal, representative as it is is therefore dismissed."

BOOK REVIEWS

The Fall and Rise of Jimmy Hoffa; by Walter Sheridan; Doubleday Canada Ltd., Toronto; 554 pages; \$12.75.

After 17 years' involvement in investigating the dealings of Jimmy Hoffa and the Teamsters Union, Walter Sheridan has recorded the results of his meticulous research in a book. The product is an impressive volume devoted to charging Hoffa with a series of questionable, shady, and often blatantly illegal, actions.

The book traces Hoffa's rise from truck loader with the Kroger Company in Detroit, 1931, through the local and regional hierarchy of the Teamsters, to president of the largest union in North America. In his climb to the top, Hoffa made use of such underworld elements as the Mafia and Detroit's Purple Gang, Sheridan claims. Hoffa was also expert at setting himself up as the power between employer and employee, with his personal involvement necessary before a strike or settlement could take place.

The Teamsters' pension fund was early seen by Hoffa as providing a ready capital pool, says Sheridan. In the early 1950s, Hoffa manipulated the bidding for the Michigan Conference pension fund so that the Union Casualty Company got the award, despite lower bids being made. Allen Dorfman, head of Union Casualty and a friend of Hoffa's, soon became rich by plundering funds and charging excessive commissions, according to the author. Hoffa, too, made personal use of the fund money, investing it in a Florida land deal called Sun Valley, Inc.

It was this misuse of funds that first brought Hoffa into major legal trouble—this was the offence for which Robert Kennedy, as Attorney General of the United States, decided to prosecute Hoffa. The decision to pursue this offence, as opposed to many others that had been brought out by the Senate Select Committee on

Improper Activities in the Labour or Management Field, was made on the recommendations of a grand jury investigation. And it was conviction on this charge that sent Hoffa to jail and began the movement to return Hoffa to the Teamster leadership.

The procedures against Hoffa, the pitfalls and setbacks suffered by his prosecutors, and his eventual conviction are all carefully chronicled in the book. **One particularly interesting facet is the example of honest union members confronted by gangsters taking over their locals.** Such a case involved Barney Matual, president of a Teamsters local in La Salle, Illinois. Matual was confronted in 1954 by Hoffa and several other Teamsters leaders who demanded that Matual's local and three others merge with another local whose leader had previously been convicted of stealing from an employer. Matual and the three other local presidents refused, instead forming a united local with Matual as the president.

In the following weeks, Matual was intimidated by union opponents, confronted by Hoffa, and threatened with trusteeship of his local. Matual reported what was happening to the members of his local, and won their overwhelming support. The Teamsters set up a rival local and began raiding Matual's local. At this point, Matual and his members withdrew from the Teamsters and affiliated with the United Mine Workers.

When one company that Matual's newly affiliated UMW local had a contract with refused to recognize the new affiliation, a strike ensued and the rival Teamster local brought in strikebreakers against the picket lines set up by Matual's

local. The mayor of La Salle eventually interceded and called on the National Labour Relations Board to conduct an election to choose which local had bargaining rights.

Also documented are cases of intervention by Richard Nixon in Hoffa's imprisonment, and Sheridan's allegations that Nixon traded Hoffa's political support for a shortening of the Teamster leader's prison sentence. The book concludes with Sheridan remarking that, while Nixon is now in power and Hoffa hopes for a pardon to re-enter union activity, "the coffers of the corrupters continue to grow and the victims increase in numbers and in their feelings of hopelessness."

The American Worker: An Endangered Species; by Franklin Wallick; Ballantine Books; New York, N.Y.; 224 pages; \$1.50 in paperback.

Claimed by its author to be "the first popularized overview of occupational health," this book

deals with some of the dangers faced by American industrial workers and the actions that can, or are, being taken to remove them.

Noting that, among American workers, health and safety hazards rank as the number two complaint in a scale of nineteen sources of worker discontent, Wallick points out that employees are paying increased attention to their workplace environment. There are 80 million American workers today and 57 million of them are covered by the 1970 Occupational Safety and Health Act. Of those 80 million, according to Wallick, an estimated one in twenty will come down with some occupational disease or illness each year, and this estimate may prove conservative when information gathered under the terms of the Act is tabulated.

The author outlines industrial health hazards such as noise pollution, air pollution, atomic radiation and dangerous working conditions, as well as such industry-

related diseases as the black lung disease of coal miners and asbestosis among asbestos workers. Particular cases are studied where workers have become injured or diseased because of working conditions; instances where dangerous conditions still prevail are also recorded by Wallick.

After pointing out the dangers, the book urges workers to speak out against unsafe or unhealthy working conditions and to take advantage of the protection offered by the new Act. "It is your life and health," says Wallick, "and you have a basic right to know everything that affects it. No bureaucrat or scientist or union official has any right to bamboozle you with words or ideas which don't make any sense."

Wallick has been editor of the United Auto Workers' weekly newsletter, **UAW Washington Report**, since 1963. During 1969 and 1970 he was deeply involved in the campaign to pass a national worker health and safety law.

J.M.



PUBLICATIONS IN THE LIBRARY

LIST NO. 291

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. Please indicate the publication numeral and the month listed, when requesting loans.

ARBITRATION, INDUSTRIAL

No. 1—Gilroy, Thomas Peter, ed. Dispute settlement in the public sector. Iowa City, University of Iowa, Center for Labor and Management [1972] 59 p.

No. 2—U.S. Department of Labor. Division of Public Employee Labor Relations. Dispute settlement in the public sector: the state-of-the-art; report submitted . . . by Thomas P. Gilroy and Anthony V. Sincropi. Washington, GPO, 1972. 41 p.

COLLECTIVE BARGAINING

No. 3—Banks, Robert F. British collective bargaining: the challenges of the 1970's. [East Lansing, School of Labor and Industrial Relations, Michigan State University, 1972] 42-691 p.

CORPORATIONS

No. 4—Goldston, Eli, comp. The American business corporation; new perspectives on profit and purpose, edited by Eli Goldston, Herbert C. Morton, and G. Neal Lyland. Cambridge, Mass., MIT Press [c1969, c1972] 357 p.

CORPORATIONS, INTERNATIONAL

No. 5—Corporate Canada; 14 probes into the workings of a branch-plant economy. Edited by Rae Murphy and Mark Starowicz. With an introduction by Mel Watkins. Toronto, James Lewis & Samuel, 1972. 156 p.

No. 6—Farmer, Richard Neal, comp. Readings in international business [compiled by] Richard N. Farmer, Robert W. Stevens [and] Hans Schöllhammer. Encino, Calif., Dickinson Pub. Co. [1972] 521 p.

DAY NURSERIES

No. 7—U.S. Women's Bureau. Federal funds for day care projects. Rev. ed. [Washington, GPO, 1972] 91 p.

EAVESDROPPING

No. 8—Canada. Privacy and Computers Task Force. Privacy and computers; a report of a Task Force established jointly by Department of Communications/Department of Justice. [Ottawa, Information Canada, 1972] 236 p.

ECONOMIC CONDITIONS

No. 9—Glyn, Andrew. Capitalism in crisis [by] Andrew Glyn and Bob Sutcliffe. [1st American ed.] New York, Pantheon Books [1972] 286 p.

ECONOMIC POLICY

No. 10—Conference on Canadian Competition Policy, Queen's University, Kingston, Ont., 1972. Canadian competition policy; proceedings of a conference held at Queen's University, Kingston, Ontario, January 20-21, 1972. [Kingston, Ontario] Queen's University, Industrial Relations Centre [1972] 102 p.

No. 11—Miller, Roger LeRoy. The economics of national issues [by] Roger LeRoy Miller [and] Raburn M. Williams. San Francisco, Canfield Press [1972] 177 p.

ECONOMICS

No. 12—Nicholson, Walter Eugene. Microeconomic theory: basic principles and extensions. Hinsdale, Ill., Dryden Press [1972] 557 p.

EMPLOYEES' BENEFIT PLANS

No. 13—California. Division of Labor Statistics and Research. California industrial relations reports, no. 36, April 1972. San Francisco, 1972. 73 p. Partial contents.—Health and welfare plans. Maternity benefits.—Surgical benefits.—Life insurance, accidental death and dismemberment benefits, and cash disability benefits.

EMPLOYEES' REPRESENTATION IN MANAGEMENT

No. 14—Coates, Ken. The new unionism; the case for workers' control [by] Ken Coates and Tony Topham. London, Peter Owen [1972] 250 p.

EMPLOYMENT STABILIZATION

No. 15—Pierson, John Herman Groesbeck. Essays on full employment, 1942-1972. Metuchen, N.J., Scarecrow Press, 1972. 362 p.

FREEDOM OF ASSOCIATION

No. 16—International Labour Organization. Committee on Freedom of Association. Freedom of association; digest of decisions of the Freedom of Association Committee of the Governing Body of the ILO. Geneva, International Labour Office, 1972. 165 p.

HOURS OF LABOUR

No. 17—Canada. Commission of Inquiry concerning Proposed Changes in the Canada Labour Code, Part 3, to provide for a Modified Work Week of Less than Five Days. Report. Phase I: Applications from five companies. Phase II: Amendment to the code. [Ottawa] Canada Department of Labour, 1972. 2v. Fr. and Eng.

No. 18—Québec (Province). Ministère du travail et de la main-d'œuvre. Service de la recherche. La semaine de travail de quatre jours; 4 jours—40 heures [par Diane Gendron et Jean Levesque. Québec, 1972] 12 p.

No. 19—Saso, Carmen D. The four-day workweek. [Chicago, Public Personnel Association, 1972] 15 p.

INCENTIVE PLANS

No. 20—Conference Board. Compensating key personnel overseas, by Burton W. Teague. [New York, 1972] 61 p.

INCOME

No. 21—Crispo, John H. G. Fee-setting by independent practitioners. [Ottawa, Information Canada, 1972] 33 p. Fr. and Eng.

INDUSTRIAL RELATIONS

No. 22—Industrial Relations Society of Australia. First national convention at the Australian National University, Canberra 1970: Industrial relations in Australia in the 1970s. [Sydney, 1972?] 1 v.

No. 23—Jain, Hem Chand. Canadian cases in labour relations and collective bargaining. [Don Mills, Ont.] Longman, [c1973] 211 p.

No. 24—Labour-Management Conference, Lethbridge, Alta., 1971. Labour-Management Conference, Lethbridge, Alberta, November 17, 1971. Theme: "Better industrial relations—the key?" [Ottawa] Canada Department of Labour, Labour-Management Consultation Branch [1972?] 81 p.

No. 25—U.S. Department of Labor. Division of Public Employee Labor Relations. Public sector labor relations in the northeast region; regional series. [Washington, GPO] 1972. 89 p.

INDUSTRY

No. 26—Florence, Philip Sargent. The logic of British and American industry: a realistic analysis of economic structure and government. [3rd ed.] London, Routledge and K. Paul, 1972. 413 p.

INDUSTRY—SOCIAL ASPECTS

No. 27—Cohn, Jules. The conscience of the corporations: business and urban affairs, 1967-1970. Baltimore, Johns Hopkins Press [1971] 122 p.

No. 28—Fleuter, Douglas L. The human side of business; changing role of the corporation. [1st ed. New York, Exposition Press [1972] 96 p.

No. 29—Withers, William. The corporations and social change. Woodbury, N.Y., Barron's Educational Series, inc. [1972] 145 p.

INFLATION

No. 30—Haberler, Gottfried. Inflation and the unions; three studies in the effects of labour monopoly power on inflation in Britain and the USA [by] Gottfried Haberler, Michael Parkin [and] Henry Smith [London] Institute of Economic Affairs, 1972. 88 p.

No. 31—Kelly, Michael G. The short-run impact of foreign inflation on Canadian prices. [Ottawa, Information Canada, 1972] 49 p. Fr. and Eng.

LABOUR ORGANIZATION

No. 32—Kassalow, Everett Malcolm. New directions in European unionism, with some implications for American unions. [Chicago] Roosevelt University, 1971. 31 p.

No. 33—Québec (Province). Ministère du travail et de la main-d'œuvre. Service de la recherche. Taux du syndicalisme au Québec. [Québec, Editeur officiel du Québec, 1972?] 126 p.

LABOUR ORGANIZATION—POLITICAL ACTIVITIES

No. 34—Barbash, Jack. Trade unions and national economic policy [by] Jack Barbash, with the assistance of Kate Barbash. Baltimore, Johns Hopkins Press [1972] 206 p.

No. 35—Quebec: a chronicle 1968-1972. Edited by Nick Auf der Maur and Robert Chodos. With a postscript by Yvon Charbonneau, Louis Laberge and Marcel Pepin. Toronto, James Lewis and Samuel, 1972. 166 p.

LABOUR STANDARDS

No. 36—International Labour Organization. Winds of change on the high seas, in the world's ports, and on the inland waterways. Geneva, International Labour Organization [1971] 96 p. Fr. and Eng.

LABOUR UNIONS

No. 37—Braun, Robert J. Teachers and power; the story of the American Federation of Teachers. New York, Simon and Schuster [1972] 287 p.

No. 38—Tax Foundation, inc., New York. Unions and government employment. New York [1972] 45 p.

LEISURE

No. 39—Hammer, Philip G. Human time allocation: a case study of Washington, D.C.; a technical monograph, by Philip G. Hammer, Jr. [and] F. Stuart Chapin, Jr. Chapel Hill, University of North Carolina, Center for Urban and Regional Studies, 1972. 242 p.

PENSIONS

No. 40—Melone, Joseph J. Pension planning; pensions, profit sharing, and other deferred compensation plans [by] Joseph J. Melone [and] Everett T. Allen, Jr. Rev. ed. Homewood, Ill., Irwin [1972] 432 p.

No. 41—Nader, Ralph. You and your pension [by] Ralph Nader and Kate Blackwell. New York, Grossman Publishers, 1973. 215 p.

SHIFT SYSTEM

No. 42—Sergean, Robert. Managing shiftwork. London, Gower Press, Industrial Society, 1971. 242 p.

SOCIAL SECURITY

No. 43—Victoria University of Wellington. Industrial Relations Centre. Social security as a world problem, by Wilfred Jenks. [Wellington] 1972. 19 p.

UNEMPLOYMENT

No. 44—Okun, Arthur M., ed. The battle against unemployment, edited with an introd. by Arthur M. Okun. Rev. ed. New York, Norton [1972] 248 p.

WAGES AND HOURS

No. 45—Canada. Department of Labour. Economics and Research Branch. Operational Research Division. Employment, wages and working conditions in industries under federal jurisdiction, 1965-1970. [Ottawa, Information Canada, 1972] 202 p.

WHITE-COLLAR EMPLOYEES

No. 46—Trades Union Congress. The TUC and the non-manual worker, 1971-72. [London, 1972] 32 p.

WOMEN—EMPLOYMENT

No. 47—Loring, Rosalind. Breakthrough: women into management [by] Rosalind Loring [and] Theodora Wells. New York, Van Nostrand Reinhold [1972] 202 p.

WOMEN—LEGAL STATUS, LAWS, ETC.

No. 48—Krichmar, Albert. The women's rights movement in the United States, 1848-1970; a bibliography and sourcebook, by Albert Krichmar. Assisted by Barbara Case, Barbara Silver [and] Ann E. Wiederrecht. Metuchen, N.J., Scarecrow Press, 1972. 436 p.

WORK SATISFACTION

No. 49—Dunn, J.D. Management of personnel; manpower management and organizational behavior [by] J. D. Dunn [and] Elvis C. Stephens. New York, McGraw-Hill [1972] 658 p.

No. 50—Exton, William. The age of systems; the human dilemma. [New York] American Management Association [1972] 261 p.



RAILWAY ARBITRATION

Case No. 403. Dispute involving the Canadian National Railway Company and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over compensation for lost wages.

An employee applied for a job advertised as file clerk. He was denied the position on the basis that he could not type, and appealed the decision on the grounds that typing had not been listed as a job specification. The Union demanded that the employee be awarded the position and compensated for loss of wages. The Company refused.

The arbitrator ruled that, since the ability to type varies from one clerical position to another, the requirement should have been stipulated in the job bulletin. He ruled that the employee was eligible for the job from the time of first posting until the date when the bulletin was revised to stipulate typing ability, and that he be reimbursed for any loss at earning he may have suffered during the period. The grievance was upheld.

Case No. 404. Dispute between Canadian (Pacific) Express Ltd. and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees regarding payment of special allowance for mail delivery.

A company bulletin listed duties for a vehicleman that were the same as duties listed for the position of mail service clerk on another bulletin. The Brotherhood contended that, because the duties were the same, the mail service clerks should receive the same special allowance extended to vehiclemen.

The arbitrator noted that the special allowance for vehiclemen does not apply to any other category of employee, and that a mail service clerk is not the same as a vehicleman.

He dismissed the grievance.

Case No. 405. Dispute involving CP Rail and the Transportation-Communication Division, Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, concerning an employee's loss of position.

A dispatcher was notified that he would be displaced by a former company official who was returning to the bargaining unit.

The Brotherhood contended that the dispatcher was improperly displaced under an article of the collective agreement.

The Company contended that the returning employee was exercising the seniority rights included in the agreement.

The arbitrator ruled that the seniority rights of the returning employee were valid and that his seniority had not been affected by being temporarily out of the bargaining unit.

The grievance was dismissed.

Case No. 406. Dispute between CP Rail and the United Transportation Union over the right of yardmen to work and yardmasters when working with a trackmobile within the confines of a repair shop and the right of yardmasters to supervise them.

The Company notified the Union that repair shop employees would handle cars within the confines of the shop, by using a trackmobile, although this would result in the displacement of one yard crew and yardmaster.

The Union contended that the collective agreement restricts car

placement to yardmen, when using a trackmobile, and supervision of the yard crew when working within the shop to yardmasters.

The company contended that the work was not restricted solely to yardmen and a yardmaster, as long as a yard engine was not used.

The arbitrator ruled that yardmen do not have the exclusive right to work with trackmobiles within the repair shop area, nor do yardmasters have sole right to supervise the work.

The grievance was dismissed.



GENERAL TOPICS

EMPLOYMENT REVIEW, APRIL

There were an estimated 9,099,000 persons in the labour force in April, of which 8,529,000 were employed and 570,000 were unemployed, Statistics Canada reported.

The seasonally adjusted level of employment increased for the seventh successive month and pushed the level to 8,757,000 in April. Employment for married men age 25-54 rose slightly to 3,184,000 between March and April and the level for married women in the same age group declined to 1,271,000. For persons age 14-24, the level increased to 2,261,000. On a seasonally adjusted basis, the employment level increased in all regions except in British Columbia where there was little change. In Ontario it continued to increase.

The seasonally adjusted unemployment level decreased by 12,000 to 500,000. The level of unemployment for married men 25-50 years of age decreased also, declining to 105,000. By duration the long-term seasonally adjusted unemployment level (unemployed four months or more) continued to decrease, and the short-term unemployment to increase, over the month.

The seasonally adjusted unemployment rate decreased to 5.4 from 5.5. For married men 25-54 years of age the rate declined to 3.2 and the rate for married women in that age group decreased to 3.1. The seasonally adjusted wage rates decreased in all regions except Ontario where there was little change. Between March and April the rates declined 0.5 in the Prairies, and 0.4 in the Atlantic region, Québec and British Columbia.

By age groups, the seasonally adjusted unemployment rate decreased for persons 14-24 years of age and the rates for persons age 25-54, and 55 years and over, showed little change.

The seasonally adjusted participation rate remained at 57.7 in April.

There was an increase in the seasonally adjusted employment level for full-time workers that was smaller than the large gains in recent months. After a decline in the past several months, there was an increase in part-time work that occurred mainly among men.

The seasonally adjusted participation rate decreased for men -0.1, and for women -0.4, and increased +0.4 for all persons 14-24 years of age. Regionally, the seasonally adjusted participation rate increased in the Atlantic region and Ontario, and decreased in British Columbia, Québec and the Prairies.

UNEMPLOYMENT, U.S.

The unemployment rate, at 5.0 per cent, was unchanged in April; total unemployment, after seasonal adjustment, remained at 4,400,000. Total employment was unchanged at 83,900,000 (seasonally adjusted). Employment in manufacturing continued to rise, reaching a seasonally adjusted level of 9,700,000 compared with 9,600,000 in March but the number of workers employed in manufacturing remained below the peak of 20,300,000 reached in August, 1969. Since April 1972, unemployment declined by 520,000. The unemployment rate a year ago was 5.8 per cent compared with 9 per cent in April 1973.

The unemployment rate among teenagers advanced 15.4 per cent from 14.2 in March. This increase was offset slightly by an increase in the employment of adult women.

UNEMPLOYMENT INSURANCE

During March 1973, there were 58,401 investigations finalized across Canada. Of these, 16,777 were on-premises investigations and 25,387 were selective investigations to verify the fulfilment of statutory conditions. The remaining 4,909 formal investigations and 11,328 post-audit investigations were in connection with claimants suspected of making false statements to obtain benefits.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 8,853. Prosecutions were commenced in 200 cases, all against claimants.

During April 1973, there were 46,090 investigations finalized across Canada. Of these 8,462 were on-premises investigations and 26,882 were selective investigations to verify the fulfilment of statutory conditions. The remaining 4,676 formal investigations and 6,070 post audit investigations were in connection with claimants suspected of making false statements to obtain benefits.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 4,175. Prosecutions were commenced in 138 cases, all against claimants.

JULY CREDITS

Photos. NFB: Cover, p. 423, 450, 451, 457, 461, 468, 469, 471, 472, 477, 480, 487. International Labour Office, Geneva: p. 427, p. 463. British Information Service, London: p. 428. Australian Information Service Photograph: p. 428.

Photo Features, Ottawa: Inside cover, p. 433, 435, 436, 437, 438, 465. Tom Bochsler Photography, Hamilton: p. 458. Thomas Studio, Ottawa: p. 460. Information Services Michigan State University, USA: p. 466. Bob Cunningham Photography, Don Mills: p. 467. Bob Bailey Photography, Houston, Texas: p. 472. Inn Studios Ltd., Toronto: p. 473. Canadian National: p. 486.

CORRECTIONS

The introductory paragraph of the article titled "Bank of Canada Viewpoint . . ." on page 278 of the May **Labour Gazette** can be found on page 325 under the heading "Bank of Canada."

The article "Does Canada Need Wage and Price Controls?" on page 280 of the May **Labour Gazette** was written by George Sanderson.

The CRLA Brief and the article entitled "An Industrial Relations Course for Ontario Schools," appearing in the May issue of **The Labour Gazette**, were written by Jim MacSween.

Part 6 of the series of articles on Canadian labour legislation did not reach the **Gazette** office in time for the printer; it will appear in the August issue.

ED.

On page 239 of the April issue of **The Labour Gazette**, the last sentence in the second paragraph in the middle column should be amended to read as follows: "Though the Council has been established since 1969, its greatest growth occurred during last year and it currently represents 20,000 union members belonging to Canadian national unions. Rowley estimates that there is an approximate total of 800,000 Canadian workers in national unions.

CONCILIATION

During April the Minister of Labour appointed conciliation officers to deal with the following disputes:

Maritime Employers Association (acting for and on behalf of the Shipping Federation of Canada Inc.), Port of Halifax, N.S., and International Longshoremen's Association, Local 269 (Conciliation Officers: C. A. Ogden and R. L. Kervin).

Bunge of Canada Limited, Québec, Qué., and International Longshoremen's Association, Local 1739 (Conciliation Officer: M. Archambault).

Les Reichelt Trucking Limited, Burnaby, B.C., and General Truck Drivers and Helpers, Local 31 (Conciliation Officer: G. W. Rogers).

C. H. Cates & Son (Tugs) Ltd., North Vancouver, B.C., and Seafarers' International Union of Canada (Conciliation Officer: G. W. Rogers).

Canadian National Steamship Company Ltd., Vancouver, B.C., and Canadian Merchant Service Guild, Western Branch (Conciliation Officer: A. A. Franklin).

Transair Limited, Winnipeg International Airport, and International Association of Machinists and Aerospace Workers (representing employees in the maintenance department) (Conciliation Officer: A. E. Koppel).

Transair Limited, Winnipeg International Airport, and International Association of Machinists and Aerospace Workers (representing employees in the traffic department) (Conciliation Officer: A. E. Koppel).

Colossal Carriers Limited, Montreal, Qué., and Transport Drivers, Warehousemen and Helpers' Union, Local 106 (Conciliation Officer: J. J. de Gaspé Loranger).

H. G. Snyder Trucking Inc., Ville St-Laurent, Qué., and Transport Drivers, Warehousemen and Helpers' Union, Local 106 (Conciliation Officer: J. J. de Gaspé Loranger).

Télé-Capitale Ltée, Ste-Foy, Qué. (CFCM-TV and CKMI-TV) (formerly La Télévision de Québec) and National Association of Broadcast Employees and Technicians (Conciliation Officer: S. T. Payne).

Eldorado Nuclear Limited (Mining and Exploration Division), Eldorado, Sask., and United Steelworkers of America, Local 913 (Conciliation Officer: A. E. Koppel).

Air Canada and International Association of Machinists and Aerospace Workers, District Lodge 148 (representing employees of the maintenance, customer service and purchasing and facilities branches of Air Canada) (Conciliation Officer: R. N. Gray).

Atomic Energy of Canada Limited (Chalk River Nuclear Laboratories), Chalk River, Ont., and International Union of Operating Engineers, Local 920 (Conciliation Officer: T. B. McRae).

Canadian National Hotels Limited (Macdonald Hotel), Edmonton, Alta., and International Union of Operating Engineers, Local 95 (Conciliation Officer: A. A. Franklin).

Western Terminals Limited, Corner Brook, Nfld., and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, Lodge 20 (Conciliation Officer: W. J. G. Gies).

Maritime Employers Association (acting for and on behalf of the Shipping Federation of Canada Inc.), Port of Saint John, N.B. and International Longshoremen's Association, Local 176 (checkers) (Conciliation Officer: C. A. Ogden).

Hall Distributors Limited, Kelowna, B.C., and Brewery and Soft Drink Workers' Union, Local 300, the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (Conciliation Officer: G. W. Rogers).

Radio Laurentides Inc. (CKJL), Saint-Jérôme, Qué., and le Syndicat général des Communications, section CKJL (Conciliation Officer: J. J. de Gaspe Loranger).

Charterways Transportation Limited, Weston, Ont., and Canadian Brotherhood of Railway, Transport and General Workers (representing a unit of dispatchers and order takers) (Conciliation Officer: H. Asher).

Consolidated Aviation Fueling and Services Limited, Toronto International Airport, and International Association of Machinists and Aerospace Workers (representing a unit of skycap personnel) (Conciliation Officer: K. Mulse).

Canadian Pacific Limited (British Columbia Coast Steamship Service), Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officer: A. A. Frank).

Settlements by conciliation officers. Lakehead Track Installation Company, Thunder Bay, Ont., and Canadian Brotherhood of Railway, Transport and General Workers, Local 32 (Conciliation Officer: A. E. Koppel) (LG, June, p. 405).

Cape Breton Development Corporation (Coal Division), Sydney, N.S., and Canadian Brotherhood of Railway, Transport and General Workers, Local 504 (clerical employees), Local 509 (technical employees) and Local 510 (shotfirers and examiners) (Conciliation Officer: C. A. Ogden) (LG, May, p. 334).

Denison Mines Limited, Elliot Lake, Ont., and United Steelworkers of America (Conciliation Officer: T. B. McRae) (LG, May, p. 334).

Charterways Transportation Limited (Air Terminal Transport Division), Mississauga, Ont., and Fuel, Bus, Limousine, Petroleum Drivers and Allied Employees, Local 352 (Conciliation Officer: M. Carson) (LG, April, p. 249).

Conciliation board appointed. Atomic Energy of Canada Limited and Atomic Energy Allied Council (comprising ten various unions representing employees at the Chalk River Nuclear Laboratories, and the International Association of Machinists and Aerospace Workers, Lodge 608 that represents specified hourly rate employees of the Whiteshell Nuclear Research Establishment at Pinawa, Man.) (LG, June, p. 405).

Conciliation boards fully constituted. The Board of Conciliation and Investigation established to deal with a dispute between Great Lakes Pilotage Authority, Cornwall, Ont. and Public Service Alliance of Canada (LG, June, p. 406) was fully constituted with the ap-

pointment of Professor C. G. Simmons of Kingston, as chairman. Professor Simmons was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Colin A. Morley, Toronto, and union nominee G. G. McCaffrey, Ottawa.

The Board of Conciliation and Investigation established to deal with a dispute between Air Canada and Canadian Air Line Employees' Association (representing employees of the Air Canada Finance Branch—Winnipeg) (LG, June, p. 406) was fully constituted with the appointment of J. S. Gunn of Winnipeg, as chairman. Mr. Gunn was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee T. F. Hercus, Winnipeg, and union nominee John Skoberg, Moose Jaw, Sask.

Strike action. Les Armateurs du St. Laurent Inc., Point au Pic, Qué., and Seafarers' International Union of Canada (representing unlicensed employees aboard the M/V "Maurice Desgagnés") (strike commenced April 9 and terminated April 14) (LG, June, p. 407).

LABOUR STATISTICS

Principal Items	Date	Amount	Percentage Change from	
			Previous Month	Previous Year
(in thousands)				
TOTAL CIVILIAN LABOUR FORCE*		9,099	+ 1.1	+ 5.1
Week ended April 21, 1973				
Employed.....	April	8,529	+ 1.7	+ 5.1
Agriculture.....	"	468	+ 9.1	+ 1.1
Non-agriculture.....	"	8,060	+ 1.3	+ 5.1
Paid workers.....	"	7,519	+ 1.2	+ 6.1
At work 35 hours or more.....	"	3,496	- 47.0	- 44.1
At work less than 35 hours.....	"	4,653	+ 257.1	+ 259.1
Employed but not at work.....	"	380	- 21.6	- 15.1
Unemployed.....	"	570	- 6.2	- 3.1
Atlantic.....	"	80	- 1.2	+ 9.1
Québec.....	"	201	- 7.8	- 6.1
Ontario.....	"	157	- 2.5	- 2.1
Prairie.....	"	63	- 14.9	- 11.1
British Columbia.....	"	69	- 6.8	- 2.1
Without work and seeking work.....	"	539	- 4.3	- 2.1
On temporary layoff up to 30 days.....	"	30	- 33.3	- 23.1
INDUSTRIAL EMPLOYMENT (1961 = 100)†.....	January	128.4	- 0.9	- 4.1
Manufacturing employment (1961 = 100)†.....	"	123.6	+ 0.7	+ 1.1
IMMIGRATION.....	1st 6 mos. 1972	86,787	-	- 7.1
Destined to the labour force.....	"	42,417	-	- 10.1
STRIKES AND LOCKOUTS.....	March	88	- 3.3	+ 1.1
Strikes and lockouts.....	"	19,024	+ 18.5	- 9.1
No. of workers involved.....	"	242,870	+ 20.8	- 33.1
Duration in man days.....				
EARNINGS AND INCOME.....	January	155.39	- 2.4	+ 8.1
Average weekly wages and salaries (ind. comp.)†.....	"	3.71	+ 0.5	+ 8.1
Average hourly earnings (mfg.)†.....	"	40.0	+ 3.9	- 0.1
Average weekly hours paid†.....	"	144.5	+ 0.8	+ 1.1
Consumer price index (1961 = 100).....	"	137.5	+ 4.0	+ 1.1
Index numbers of weekly wages in 1961 dollars (1961 = 100)†.....	"	4,934.3	- 0.1	- 1.1
Total labour income (Millions of dollars)†.....				
INDUSTRIAL PRODUCTION†.....	March	210.3	+ 0.5	+ 1.1
Total (average 1961 = 100).....	"	206.5	+ 0.5	+ 1.1
Manufacturing.....	"	241.6	+ 1.8	+ 1.1
Durables.....	"	178.8	- 0.8	+ 1.1
Non-durables.....				
NEW RESIDENTIAL CONSTRUCTION**.....	March	33,367	+ 276	-
Starts.....	"	40,983	+ 231	-
Completions.....	"	-	-	-
Under construction.....				

*Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.

†Advance data.

‡Preliminary.

**Centres of 10,000 population or more.

STRIKES AND LOCKOUTS

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to 10 or more man-days. The number of workers involved includes all workers reported on strike or lockout, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

STRIKES AND LOCKOUTS, 1968-1973

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1968	559	582	223,562	5,032,730	0.32
1969	566	595	306,799	7,751,880	0.46
1970	503	542	261,706	6,539,560	0.39
1971	547	569	239,631	2,866,590	0.16
*1972	492	532	690,667	7,848,360	0.43
†1972—March	42	89	231,431	365,950	0.24
April	44	95	233,060	1,832,300	1.31
May	57	109	62,854	936,540	0.59
June	66	127	131,278	1,214,620	0.75
July	42	100	94,666	1,104,230	0.71
August	34	86	36,209	617,060	0.36
September	45	95	33,340	462,470	0.32
*October	31	78	29,501	419,520	0.27
*November	37	92	32,703	368,520	0.24
*December	19	78	11,318	155,220	0.11
*1973—January	30	89	12,318	186,830	0.12
February	31	91	16,048	201,110	0.14
March	36	88	19,024	242,870	0.15

* Preliminary. †Revised.

STRIKES AND LOCKOUTS, MARCH, 1973, BY INDUSTRY (PRELIMINARY)

Industry	Number Beginning During Month	In Effect During Month		
		Strikes and Lockouts	Workers Involved	Man-Days
Forestry	—	—	—	—
Mines	3	4	1,895	19,390
Manufacturing	24	50	9,848	127,670
Construction	2	12	2,045	32,040
Transportation and utilities	1	6	619	9,320
Trade	2	7	1,280	26,220
Finance	—	—	—	—
Service	4	9	3,337	28,230
Public administration	—	—	—	—
ALL INDUSTRIES	36	88	19,024	242,870

STRIKES AND LOCKOUTS, MARCH, 1973, BY JURISDICTION (PRELIMINARY)

Jurisdiction	Number Beginning During Month	In Effect During Month		
		Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	3	4	1,877	19,600
Prince Edward Island	—	—	—	—
Nova Scotia	3	3	229	710
New Brunswick	—	3	166	1,940
Quebec	4	17	5,133	66,860
Ontario	15	29	5,590	67,290
Manitoba	2	5	291	2,200
Saskatchewan	1	4	328	6,610
Alberta	2	3	1,621	24,650
British Columbia	6	17	3,622	50,510
Federal	—	3	167	2,500
ALL JURISDICTIONS	36	88	19,024	242,870

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MARCH 1973 (PRELIMINARY)

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MARCH 1978 (Cont.)							
Industry			Duration in Man-Days		Starting Date	Major Issues Result	
Employer		Workers Involved	Accu- mulated		Termination Date		
Location	Union		December				
Mines							
METAL							
Brenda Mines Ltd., Peachland, B.C.	Steelworkers Loc. 7618 (AFL-CIO/CLC)	290	4,540	4,540	Mar. 10 —	Wages, fringe benefits—	
American Smelting & Refining Co., Buchans, Nfld.	Steelworkers Loc. 5457 & I.B.E.W. Loc. 674 (AFL-CIO/CLC)	570	6,840	6,840	Mar. 15 —	Wages—	
Wabush Mines, Wabush, Nfld.	Steelworkers Loc. 6285 (AFL-CIO/CLC)	820	3,280	3,280	Mar. 23 Mar. 29	Firing of one employee for cause—Return of workers pending arbitration board.	
NON-METAL							
Duval Potash Company, Saskatoon, Sask.	Steelworkers Loc. 7458 (AFL-CIO/CLC)	215	4,730	4,950	Feb. 28 —	Wages, job classification—	

Manufacturing

FOOD & BEVERAGES

Dare Food (Biscuit Division) Ltd., Kitchener, Ont.	Brewery Workers Loc. 173 (AFL-CIO/CLC)	380	8,360	79,950	May 26 —	Wages, hours—
Bonavista Cold Storage Ltd., Bonavista, Nfld.	Food Workers Loc. 1253 (AFL-CIO/CLC)	357	9,220	73,010	June 29 —	Wages, Hours, overtime pay paid holidays—
Hershey Chocolate of Canada, Smiths Falls, Ont.	Retail, Whole- sale Employees Loc. 461 (AFL-CIO/CLC)	153	3,370	7,200	Jan. 25 —	Wages—
Hiram Walker & Sons Ltd., Winfield, B.C.	Distillery Workers Loc. 202 (AFL-CIO/CLC)	126	2,770	3,900	Feb. 16 —	Parity with Ontario plant—
Hiram Walker & Sons Ltd., Windsor, Ont.	Distillery Workers Loc. 61 (AFL-CIO/CLC)	600		300	Feb. 28 Mar. 1	In support of B.C. plant—Return of workers when liquor Windsor plant would not be shipped to B.C.
B.C. Distillery Co. Ltd., Thomas Adams Distillers, New Westminster and Vancouver, B.C.	Distillery Workers Loc. 69 (AFL-CIO/CLC)	190	4,080	4,080	Mar. 1 —	Wages, pension plan, vacation

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MARCH 1973 (PRELIMINARY) (CONT.)

Industry			Duration in Man-Days		Starting Date	Major Issues Result
Employer	Union	Workers Involved	December	Accu- mulated	Termination Date	
Location						
Hiram Walker & Sons Ltd., Windsor, Ont.	Distillery Workers Loc. 61 (AFL-CIO/CLC)	600	600	600	Mar. 5 Mar. 6	Support of B.C. strikes—Assu- rance that the liquor produced in Windsor would not be sent to B.C.
Bonavista Cold Storage Company, Grand Bank, Nfld.	Food Workers Loc. 1251 (AFL-CIO/CLC)	130	260	260	Mar. 31 —	Dispute over heating problem—
RUBBER						
Firestone Tire & Rubber, Joliette, Que.	Rubber Workers Loc. 790 (AFL-CIO/CLC)	300	2,100	2,100	Mar. 22 —	Delayed negotiations in a new contract—
TEXTILES						
Bruck Mills Co. Ltd., Sherbrooke, Cowans- ville and St-Jean, Que.	Textile Workers Union Locs. 1671, 1690 and 1693 (AFL-CIO/CLC)	1,150	25,300	25,300	Feb. 10 —	Wages, hours, fringe benefits—
Consolidated Textiles Limited, St. Hyacinthe and Joliette, Que.	Syndicat du Textile de Soie Inc., (CSD)	325	650	650	Mar. 29 —	Wages, 5-day work week—
WOOD						
MacMillan Bloedel Ltd., Red Band, B.C.	Woodworkers Loc. 1-217 (AFL-CIO/CLC)	190	4,180	37,620	June 19 —	Not reported—
Canadian Forest Products, Hunting-Merritt, B.C.	Woodworkers Loc. 1-427 (AFL-CIO/CLC)	200	4,400	27,600	Sept. 13 —	Protest against the suspension of fellow workers for alleged slowdown—
MacMillan Bloedel Somass Division, Port Alberni, B.C.	Woodworkers Loc. 1-85 (AFL-CIO/CLC)	1,000	2,000	2,000	Mar. 9 Mar. 12	Protesting the suspension of three workers—Return of work- ers further discussions.
PRIMARY METALS						
Metal Industries Association (repre- senting four found- ries companies), Vancouver area, B.C.	Steelworkers Loc. 6721 (AFL-CIO/CLC)	300	6,600	9,300	Feb. 16 —	Wages—
Ontario Malleable Iron Co. Ltd., Oshawa, Ont.	Steelworkers Loc. 1500 (AFL-CIO/CLC)	300	6,600	6,900	Feb. 28 —	Wages, shorter work week, pro- tective contract language—
Western Canada Steel Ltd., Vancouver, B.C.	Steelworkers Loc. 3302 (AFL-CIO/CLC)	300	3,600	3,600	Mar. 15 —	Wages, hours—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MARCH 1973 (PRELIMINARY) (CONT.)

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MARCH 1978 (A)						
Industry			Duration in Man-Days		Starting Date	Major Issues
Employer		Workers Involved	December	Accumulated	Termination Date	Result
Location	Union					
METAL FABRICATING						
Locweld & Forge Products Ltd., Montreal, Que.	Steelworkers Loc. 2366 (AFL-CIO/CLC)	160	3,520	35,360	July 25 —	Not reported—
Firestone Steel Products of Canada Ltd., London, Ont.	Auto Workers Loc. 27 (CLC)	300	6,600	15,300	Jan. 19 —	Wages, other benefits—
Foster Wheeler Ltd., St. Catharines, Ont.	Steelworkers Loc. 6519 (AFL-CIO/CLC)	150	150	150	Mar. 5 Mar. 6	Protesting disciplinary action— Return of workers.
MACHINERY						
Borg Warner (Canada) Ltd., Byron, Jackson, Division, Scarborough, Ont.	Machinists Loc. 235 (AFL-CIO/CLC)	110	1,650	1,650	Mar. 12 —	Wages, pension plan, fringe benefits—
TRANSPORTATION EQUIPMENT						
Dominion Auto Accessories Ltd., Windsor and Toronto, Ont.	Auto Workers Locs. 195 and 252 (CLC)	255	5,610	7,140	Feb. 20 —	Cost of living & fringe benefits
Champion Spark Plug, Windsor, Ont.	Auto Workers Loc. 195 (CLC)	175	70	70	Mar. 8 Mar. 8	Dispute over the suspension of two employees—Return of workers.
National Steel Car Corp., Hamilton, Ont.	Steelworkers Loc. 7135 (AFL-CIO/CLC)	700	1,400	1,400	Mar. 12 Mar. 14	Protesting firing of one worker— Return of workers.
Champion Spark Plug, Windsor, Ont.	Auto Workers Loc. 195 (CLC)	175	40	40	Mar. 13 Mar. 13	Not reported—Not reported.
Tecumseh Metal Products Ltd., Windsor, Ont.	Auto Workers Loc. 195 (CLC)	100	230	230	Mar. 14 Mar. 16	Not reported—Return of workers pending discussions between union and management officials.
ELECTRICAL PRODUCTS						
ITE Circuit Breaker (Canada) Ltd., EPD Division, Cooksville, Ont.	I.B.E.W. Loc. 1590 (AFL-CIO/CLC)	211	2,220	2,220	Mar. 16 —	Wages, fringe benefits—
NON-METALLIC MINERAL PRODUCTS						
Cegelec Industries Inc., La Prairie, Que.	Metallurgists, Miners & Chemical Workers Fed'n. (CNTU)	170	3,740	38,420	May 10 —	Delayed negotiations in a contract—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MARCH 1973 (PRELIMINARY) (CONT.)

Industry			Duration in Man-Days		Starting Date	Major Issues Result
Employer		Workers Involved	December	Accu- mulated	Termination Date	
Location	Union					
Consumer Glass Co., Lavington, B.C.	Glass Workers Loc. 257 (AFL-CIO/CLC)	361	7,220	7,220	Mar. 5 —	360 employees respected the picket line of one employee—
CHEMICAL PRODUCTS						
Eddy Match Company Ltd., Pembroke, Ont.	Carpenters Loc. 3175 (AFL-CIO/CLC)	175	1,750	1,750	Mar. 19 —	Seniority clause—
Construction						
Canadian Elevator Manufacturers Assoc., Province-wide, Ont.	Elevator Constructors Locs. 50, 90 and 96 (AFL-CIO/CLC)	1,200	19,200	167,430	Aug. 29 Mar. 23	Protest in the lack of progress in negotiations for a national con- tract—Return of workers when government secured passage of a bill providing compulsory arbitration.
Canadian Elevator Manufacturers, Vancouver and Burnaby, B.C.	Elevator Con- structors Loc. 82 (AFL-CIO/CLC)	227	4,990	32,000	Sep. 8 —	Protest over lack of progress in negotiating a national con- tract—
The Canadian Eleva- tor Manufacturers, Edmonton & Calgary, Alta.	Elevator Con- structors Locs. 122 & 130 (AFL-CIO/CLC)	200	3,400	23,400	Oct. 5 Mar. 26	Wages, fringe benefits, union jurisdiction—Return of workers under previous agreement pending final agreement on a national basis.
Alcan & Black & Macdonald, Arvida, Que.	QFL	110	1,870	3,080	Feb. 14 Mar. 26	Wages—Average wage increase of 63¢ an hr.
Baert Construction Ltd., Winnipeg, Man.	Labourers, Loc. 101 & Carpenters, Loc. 343 (AFL-CIO/CLC)	147	70	70	Mar. 29 Mar. 29	Protesting against failure of the general contractor to give them holiday and vacation pay owed, them since December—Return of workers when issue settled.
Transportation & Utilities						
TRANSPORTATION						
*Wardair Canada Ltd., Edmonton, Calgary, Vancouver & Toronto.	Canadian Air Line Flight Attendants' Association (CLC)	102	1,460	4,740	Jan. 12 Mar. 21	Wages, hours—Return of stew- ardesses when agreement rea- ched.
COMMUNICATION						
Maritime Telegraph & Telephone Co. Ltd., Halifax, N.S.	I.B.E.W. Loc. 1030 (AFL-CIO/CLC)	149	150	150	Mar. 15 Mar. 16	Schedule change in hours of work—Return of long-distance telephone operators pending discussions between union and management.

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MARCH 1973 (PRELIMINARY) (CONCL'D.)

Industry			Duration in Man-Days		Starting Date	Major Issues
Employer	Union	Workers Involved	Accu- December	mulated	Termination Date	Result
Location						
POWER, GAS AND WATER						
Windsor Utilities Commission, Windsor, Ont.	I.B.E.W. Loc. 911 (AFL-CIO/CLC)	270	5,940	7,020	Feb. 23 —	Wages, dental plan—
Various Garages in Que., Various Locations in Que.	Metallurgists' Miners and Chemical Workers Fed'n. (CNTU)	1,020	22,440	28,120	Feb. 21 —	Wages, hours, holidays—
Nine independent drug stores, Vancouver, Coquitlam and New Westminster, B.C.	Retail Clerks Loc. 1518 (AFL-CIO/CLC)	110	2,420	2,970	Feb. 23 —	Negotiating the first contract—

Service

EDUCATION

Sault Ste. Marie Board of Education, Sault Ste. Marie, Ont.	Public Emplo- yees Loc. 216 (CLC)	241	—	1,210	Feb. 22 Mar. 1	Fringe benefits—Not reported.
Southern Alberta School Authorities Association, Southern Alberta.	Alberta Teachers' Association	1,400	21,000	21,000	Mar. 12 —	Wages, fringe benefits—
School District, No. 57, Various locations, B.C.	International Operating Engineers Loc. 858 (AFL-CIO/CLC)	245	1,960	1,960	Mar. 14 Mar. 26	Wages—14% wage increase over 17 months.
University of Montreal, Université de Montréal, Montréal, Que.	Public Employ- ees (CLC) and Public Service Employees' Federation (CNTU)	1,500	1,500	1,500	Mar. 26 Mar. 27	Job classification, sick leave Return of workers pending fu- ther negotiations.

*Federal Jurisdiction

CANADA DEPARTMENT OF LABOUR PUBLICATIONS

Industrial Relations Research in Canada (annual). An inventory of industrial relations research undertaken by the Department, other government departments, academic institutions and private individuals. Free. Cat. No. L2-29/1972.

ECONOMICS AND RESEARCH BRANCH

Labour Organizations in Canada (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications and the geographic distribution of their local branches in Canada (Bilingual). Price \$1.50. Cat. No. L2-2/1972.

Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts show strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 75 cents. Cat. No. L2-1/1972.

Wage Rates, Salaries and Hours of Labour, 1971. An annual report published in loose-leaf form and followed later by a paperback volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in major communities and most industries. First-year service, including attractive binder with index tabs and paperback volume, \$10.00; service without indexed binder, \$7.50; individual tables, free from Surveys Division. Paperback volume, \$3.00. (Bilingual). Cat. No. L2-554.

Working Conditions in Canadian Industry, 1971. (Bilingual). Price \$2.00. Cat. No. L2-15/1971.

Termination of the Appropriate Bargaining Unit by Labour Relations Boards in Canada, by Edward E. Herman, 1966. Occasional Paper No. 5. Price \$3.50. Cat. No. L2-26/5.

Wages in Canada and the United States: an Analytical Comparison, by Ian A. Porter and others. Occasional Paper No. 6. Price \$1.75, Cat. No. L2-26/6.

Economic Growth in Canada, 1921-1967, by J. K. Eaton and K. Ashagrie, 1971. (English or French). \$2.50. Cat. No. L41-970.

WOMEN'S BUREAU

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International Instruments and Canadian Federal and Provincial Legislation Relating to the Status of Women in Employment. (Bilingual). Free.

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Labour Standards in Canada. Sets out standards in effect under federal and provincial labour laws regarding child labour, minimum wages, equal pay for equal work, hours of work, weekly rest day, annual vacations with pay, public holidays, fair employment practices, notice of termination of employment, maternity protection (new section) and workmen's compensation. (English or French). Price \$1.00. Cat. No. L2-7/1971.

Workmen's Compensation in Canada. Deals with compensation for employment injury, the basic principles underlying the system, and coverage of the provincial Acts as of December 31, 1967. (Information on changes in workmen's compensation laws is published yearly and is available free on request). 1969. (English or French). Price \$1.00. Cat. No. L34-1969.

ACCIDENT PREVENTION AND COMPENSATION BRANCH

Safety Perspective Sécurité. Periodical designed to assist employers and employees in upgrading accident prevention programs. (Bilingual). Free. Cat. No. L36-2072.

Canada Occupational Safety Manual. Intended as a guide to persons charged with developing and maintaining an accident prevention program. 1. Planning for Safety. 2. Employment Safety Audit Guide. 3. Accident Investigating and Reporting. (English or French). 50 cents each.

Bibliography, Occupational Safety and Health. Lists some 500 selected holdings of Technical Library. Accident Prevention Division, 1971. Free.

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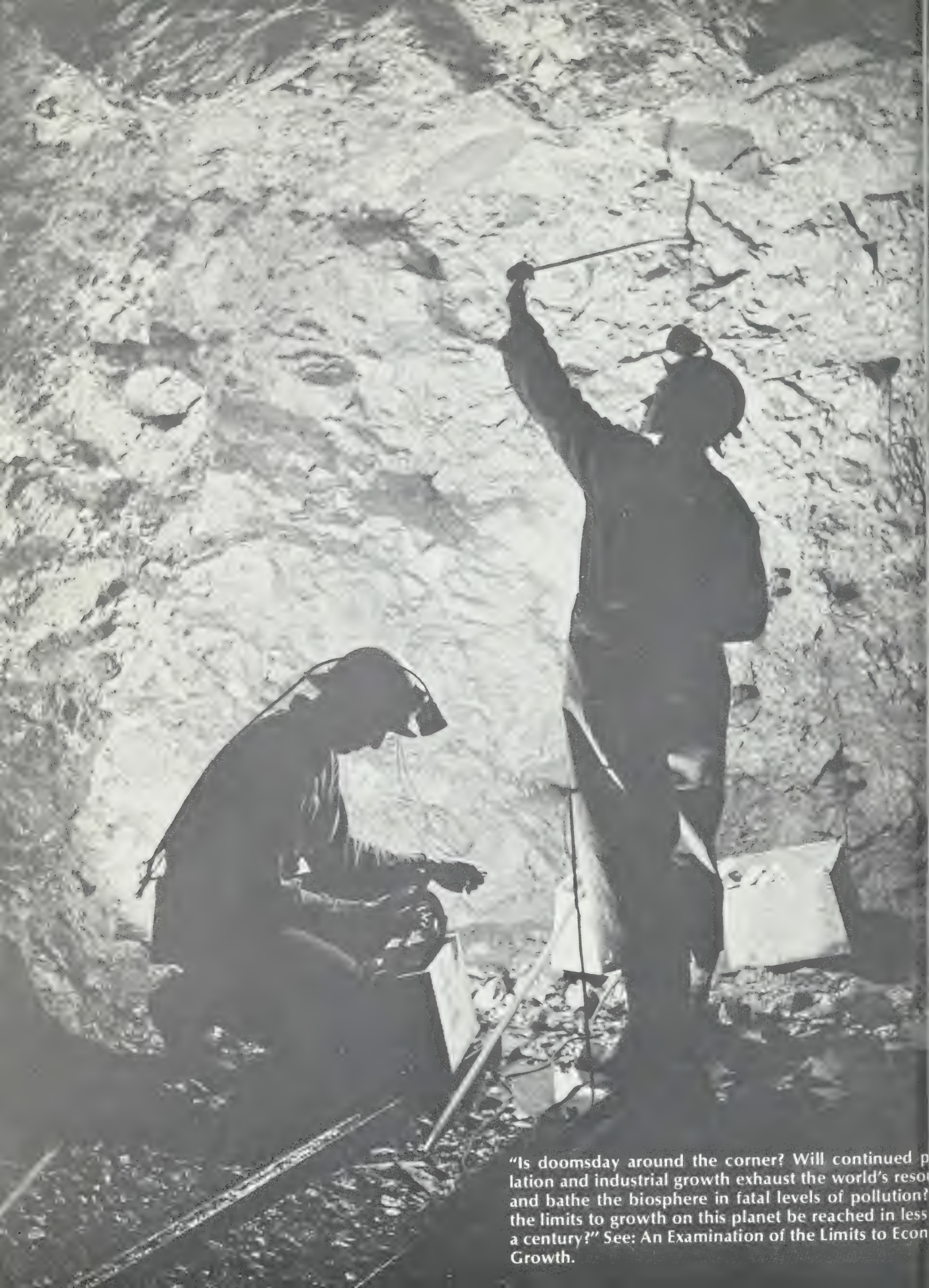
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NEWS BRIEFS

■ **Most people are in the wrong job, according to Herbert M. Greenberg**, psychologist and president of the Marketing and Research Corporation, Princeton, New Jersey. Speaking to the second annual conference of the Association of Professional Placement Agencies and Consultants, held in Toronto in early June, he stated that hiring policies and staff evaluation programs are useless. Greenberg's past research included a survey of 100 companies in Canada and the U.S. in which he found that more than **80 per cent of the employees were "mis-employed—they're in the wrong jobs and not doing their best for themselves or their employees."**

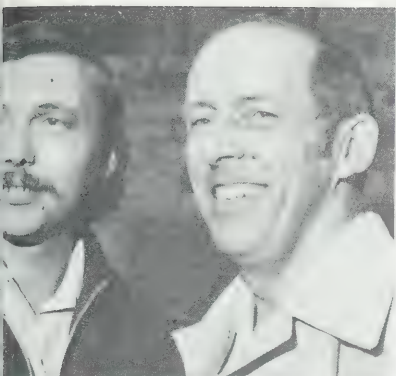
If you are a salesman, you are probably doing the wrong kind of work, he said. "Fifty-five per cent of the sales force has absolutely no ability, another 25 per cent are selling the wrong thing in the wrong place." That leaves 20 per cent to do 80 per cent of the work.

Dr. Greenberg has spent the past 12 years testing a system of personnel evaluation that has improved productivity by 40 per cent in as many as 4,500 companies. **He calls the personnel evaluation system Multiple Personality Inventory (MPI).** It rejects academic training and job experience as measures of a person's worth. Instead, the test recognizes that interests and aptitudes are different aspects of character. The test attempts to establish drives and potentials that emerge when the appropriate personality is matched up with a narrowly defined job.

"Industry spends millions determining the range of interests of job candidates when what they really need to know is whether they have the empathy and ego-drive to do the job well."

Almost 90 per cent of the insurance companies in Canada and the United States are using a test called Aptitude Index. Forty years ago their staff turnover was 90 per cent every three years—its turnover is still 90 per cent, Greenberg charged. Most aptitude testing relates to past work experience, does not predict performance. **Because MPI identifies "the hot buttons" and triggers inherent ability, there have been many positive responses in terms of the right man for the right job:** a grease monkey has turned into one company's top automobile salesman and management trainees have been pulled out of welfare lines. The test has also helped to establish the "one in ten" among butchers, coal miners and steelworkers.

■ **Fourteen grants, totalling \$39,954, for the current fiscal year have been awarded under the Canada Department of Labour-University Research Program.** The main purpose of the grants is to encourage and facilitate research on the social and economic aspects of labour, including research on wages, income productivity, collective bargaining, labour law and labour history. Grants are awarded on the recommendation of a research advisory committee consisting of senior representatives from the universities and from federal government departments.



Larry Stickland, Réal Vinet

Sixty trade unionists from across Canada graduated in June from the Labour College of Canada. They had completed a six-week program in economics, history, sociology, political science, trade unionism and industrial relations, designed to prepare them as future trade union leaders. The college has graduated a total of 200 trade unionists since its inception in 1963, many of whom studied on scholarships provided by labour organizations, government, and industry.

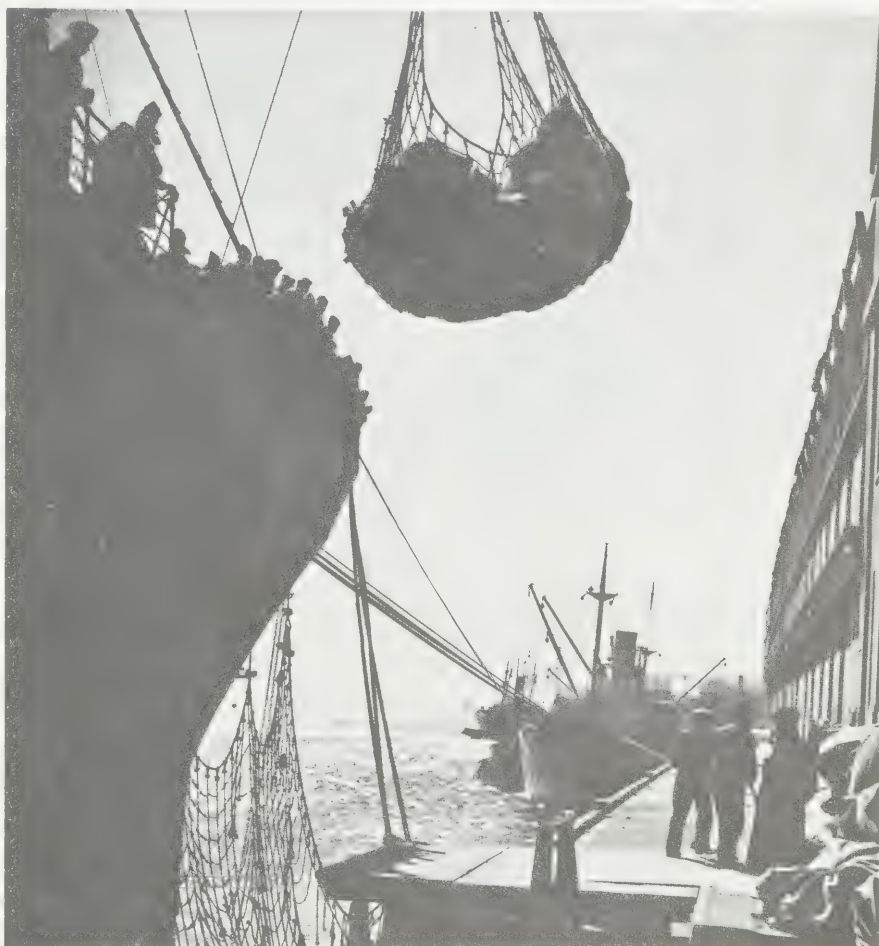
Three students in the graduating class attended the College on scholarships provided by the Canada Department of Labour. They were Larry Stickland, Local 901, International Association of Marine Engineers; Réal Vinet, Local 341, Canadian Brotherhood of Railway, Transport, and General Workers; and Donald Davidson, Local 405, International Woodworkers of America. The three men are from Scarborough, Ontario; St. Hyacinthe, Québec; and Golden, British Columbia. Davidson was not available on the day scheduled for class pictures.

■ Nearly 500 longshoremen of the Port of Montreal have agreed to accept payment in return for their resignations. The Maritime Employers' Association and 494 members of Local 375, International Longshoremen's Association, have negotiated a settlement that eliminates 500 waterfront jobs made redundant by technological change and declined business. **The agreement will pay \$12,000 and pension benefits to each dockworker who resigns.** During the next year, 30 more jobs will be vacated by men taking early retirement.

The settlement is expected to relieve financial difficulties in the port. A contract negotiated last spring agreed to pay wages to all

2,300 members of Local 375, whether or not there was work available for them. Although the resignation of the dockworkers will cost \$5,790,000, it is estimated that the port will recover and profit after 18 months.

A similar offer was extended by the employers last March, but retracted when only 240 men accepted. This latest agreement, made conditional on acceptance by 500 workers, was accepted even though six short of the minimum. **The International Longshoremen's Association agreed to the offer being made as long as no duress would be placed on the men to accept, and the Association would represent the men in resignation negotiations with the MEA.**



■ **Professors at Sacred Heart University** (Bathurst College), which is academically affiliated with the University of Moncton, N.B., **became the first unionized professors outside of Québec when Local 1541 of the Canadian Union of Public Employees was certified recently as their bargaining agent.**

Salaries are the primary concern—there has not been a salary adjustment in three years. Victor Raide, Recording Secretary of the local said, "our real income is actually going down. We want job reclassification and adjustments to bring us into line with other similar institutions."

Adrien Charrette, President of CUPE's New Brunswick Division, said that the charter marked a new era in the labour movement.

"It is evident that the interests not only of white-collar workers, but the interests of professional and academic people can be served by CUPE."

The local, which covers the 45-member teaching staff, looked to CUPE after the college's faculty association collapsed last fall.

In the last six months, **CUPE has become active in the organizing of university professors;** in September, CUPE will launch a nation-wide drive to organize this sector.

The universities that are now in the process of becoming certified are Bathurst College (CUPE), Vancouver City College (Independent), University of Manitoba (Independent), University of Québec (CSN), and CEGEP (CSN). The faculty of the first unionized university in Western Canada has reached a tentative contract agreement with Notre Dame University of Nelson, B.C.



■ **Procter and Gamble completed 2,500,000 man-hours without a lost time accident** (an accident in which an injured worker is unable to report for his next working shift), **in April 1973.** The count started November 27, 1971. (Photo, above, shows an earlier tally.)

There has been a firm commitment by top management to reduce industrial injuries to as close to zero as possible. The commitment has been met by a positive, co-operative response on the part of the work force, according to Cam Shaw, Safety Industrial Hygiene Engineer.

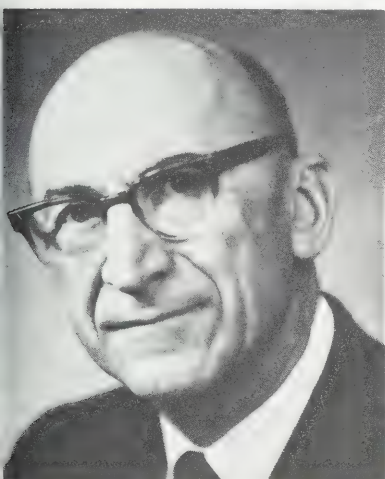
A high level of safety awareness has been generated throughout the plant; with a spirit of "don't let the team down." Some of management's contributions to the safety program are: announcing targets for the plant; an increased emphasis on two-way communication between worker and management; safety questionnaires; graphs of accident statistics; safety films; plant safety notice boards and safety committees. There is also on-going management training and training for new employees.

The theme is stressed that accident prevention is a combined responsibility; management is responsible for providing safe working conditions, equipment and procedures, training and education; employees are responsible for performing their work in a safe manner, and for taking the initiative to correct equipment, or conditions which might injure themselves or their fellow workers.

(At press time, the record was 3,000,000 man-hours without a lost-time accident.)

Keith H. Rapsey, President of Allen-Bradley Canada Ltd., was elected President of the Canadian Manufacturers' Association at the CMA's annual general meeting in Toronto on June 4 (See page 514). He succeeded Daniel Sprague of Winnipeg.

Rapsey was born in Port Arthur (now Thunder Bay), Ontario, and graduated in electrical engineering from the Faculty of Applied Science at the University of Toronto in 1930. Most of his business experience has been in the design and production of electrical motor control equipment. He is a past president of the Canadian Electrical Manufacturers' Association and a director of the Allen-Bradley Company of Milwaukee, Wisconsin, and Allen Bradley Ltd. in Britain.



■ **Clifford R. Scott has been appointed Director of the Legislative Research Branch of the Canada Department of Labour.** Scott was formerly with the Treasury Board Secretariat; his experience in labour relations includes having been head of both the Compensation Determination and Compensation Management Sections of Treasury Board. He was also responsible for co-ordinating research into working conditions, standards of employment, and compensation for government employees.

After serving with the Royal Canadian Air Force from 1953 to 1958, Scott attended the University of British Columbia and majored in international relations. He has also taken postgraduate courses in Administrative Law and Public Administration.

■ **Oswald Mamo has been appointed Editor, La Gazette du Travail,** published by the Canada Department of Labour. Mamo came to the Public Service from **La Presse**, the Montreal daily newspaper, where he spent 12 years as a reporter and columnist.

Prior to his appointment, he was with the Post Office Department and the Canadian International Development Agency, where he was in charge of information programs for Francophone Africa.

As well as speaking English and French, Mamo is conversant in Maltese, Italian and Arabic. He studied in Beirut, graduating with the Baccalaureate in 1948. Later, he studied civil engineering in Montreal.



■ **The Ontario Federation of Labour has published a 60-page report on food prices.** The report, researched and written by Robert Ward, examines all aspects of the food industry and its pricing methods, dealing in turn with primary production costs at the farm level, packaging and advertising costs, retail methods, wages, and the effect of consumer demand on the cost of foodstuffs.

Arising out of the study were recommendations that:

- an independent prices review board be established as the first step to control price increases.
- the move initiated by the Manitoba Government to provide food price lists be copied in Ontario and throughout Canada.
- present federal and provincial Departments of Consumer and Corporate Affairs be replaced by new Departments of Consumer Affairs that would effectively represent the interests of consumers.
- current excesses in packaging be curbed, particularly where costs are raised unnecessarily.
- governments clamp down on false and misleading advertising.
- a strong competition act be enacted as a barrier to monopoly price-fixing.
- the Carter Commission tax proposals be put into effect to shift the tax burden to a more equitable basis.

■ **Mrs. Beryl Plumptre has been named Chairman of the Food Prices Review Board,** it was recently announced by Consumer and Corporate Affairs Minister Herb Gray.

Mrs. Plumptre will be joined, in the five-member board, by Dr. Gordon L. Burton, Claresholm, Alberta, W. Grant Thompson of Halifax, Mrs. Evelyn A. Root of Vancouver and Louis-H. Lorrain of Baie d'Urfe, Québec.

The Board will conduct two types of examinations of food prices. First, it will prepare a quarterly review of trends in food prices; second, it will make inquiries into the causes behind the escalation of certain food prices, determining which warrant special investigation and it will undertake inquiries into these areas on its own initiative. On completion of the inquiry, the Board will issue a public report on the results, including recommendations it considers appropriate.

■ **An Ontario Royal Commission to investigate crime in the building industry has been assigned five provincial police investigators.** The police were appointed to investigate and establish the validity of hearsay evidence from individuals refusing to testify even with the protection of the Canada Evidence Act. Bombings, shootings, and the administration of union benefit funds are the main areas being investigated.

Appointment of the Royal Commission was announced in the Ontario spring Throne Speech. It was instructed to look into lathing, plastering, dry-walling and concrete-forming sectors in Toronto, Hamilton, and Ottawa.

■ **Studies are continuing on the transportation of oil and gas from the Arctic,** and tenders for construction of pipelines may be presented to the Department of Energy, Mines and Resources this fall. **Cost of a gas pipeline has been estimated at about \$5,500,000,000, and \$4,000,000,000 for an oil pipeline.**

According to a study done by the Canadian Institute of Guided Ground Transport, authorized by Queen's University, **construction of an Arctic railway would cost \$2,400,000,000, plus \$194,000,000 year in operating costs.** Although it would appear that the railway is more economical, oil industry heads claim that operating costs would be three times greater than those of pipelines. They also question the validity of some cost estimates made by the study group.

D. B. Furlong, Managing Director of the Canadian Petroleum Association, has said that "when you compare Canada's pipeline and railways in reliability, economic and accident history, there would appear to be no case for an Arctic railway in preference to an Arctic pipeline."

The Canadian Railway Labour Association, on the other hand, said in its 1973 submission to the Government that a railway had the advantage over a pipeline of carrying more than one or two commodities. It was also claimed that a railway would employ more Canadian workers in construction and maintenance than would a pipeline.

The question of ecology and the environment has been cited as an important consideration in any northern transportation system and there has been debate over whether a pipeline or a railway is more dangerous to delicately-balanced permafrost regions. A particularly important consideration has been the effect of both pipeline and railway on migrating caribou.

The Report of the Commission of Inquiry requested by the Newfoundland Shipping Industry has resulted in **modified hours-of-work standards for employees engaged in Newfoundland shipping.**

The new regulations provide a relaxation of the former standards, being more flexible in specific situations. Standard hours are calculated as 50 hours in a week multiplied by the number of weeks in an average period of two or more weeks. Maximum hours of work are restricted to a weekly average of 60 except in an emergency or by permission of the Minister under conditions prescribed in the Labour Code. Overtime pay at the rate of one and one-half the regular rate is required for all hours worked over the standard hours.

Previously, the Newfoundland Shipping Hours of Work Order did not permit hours of work to exceed an average of 52 weekly hours averaged over a 13 week period with overtime required after 4 hours in any week.

A strike of 380 hourly paid workers, members of the United Brewery Workers, Local 173, of the biscuit Division of Dare Foods Limited, went into its second year on May 26, 1972. Equal pay for equal work has been the key issue.

The Dare Company refused to give its women workers, who represent 75 per cent of the plant's total working force, the same 55-cent offer it made to its male truck drivers and maintenance workers.

Throughout the strike, the Dare Company has managed to maintain operations. It has attracted 50 of the original strikers back to work and gained another 150 through newspaper want ads, appeals to former employees, and, according to some sources, professional strikebreakers. Many Ontario unions have boycotted Dare and Dare products are not being sold in Loblaw's Groceries Limited, Steinberg's Miracle Mart Stores. A & P and Dominion Stores have given Dare limited space. The company's sales in 1972 fell to \$5.1 million from \$7.4 million and its profits dropped to \$160,000 from \$608,000.

The company has altered its course somewhat since the strike began but the stalemate continues. Dare is now offering women workers a 55-cent pay increase but wants the union to give up its closed shop clause under which only union members can be hired.

David Archer, President of the Ontario Federation of Labour, said that the Federation "pledges the Dare workers that we will be with them until the strike is settled satisfactorily."

Bev Norris, a woman striker, stated, "that our only weapon is to continue the boycott. We'll continue the strike even if we have to go another year to get our jobs back."

Fred Bousnall, New Democratic Party member of the legislature for Windsor West, said that the strike "has shown up all that is wrong with the labour relations laws of Ontario." He said that the use of court injunctions and the strikebreakers who had been employed in the Dare strike should have been outlawed.

Recent data indicate that there has been a total of 95,910 man-days lost since the strike began.

■ **For the first time in 73 years, The Labour Gazette and La Gazette du Travail, the official journals of the Canada Department of Labour, have a written editorial policy.** Guidelines and objectives for the two Gazettes were established in June, approved by senior officials of the Department, and incorporated into the new written document.

The policy statement provides that the official journals "will be independent of each other with respect to responsibility toward readership, editorial content and resources." Henceforth, one Gazette will no longer be an absolute mirror or translation of the other, although the editors may freely borrow material from each other, depending on its relevance and usefulness to their particular readership.

Until now, the Gazettes functioned without the benefit of a written editorial policy. The only guidelines were those contained in the Act that established the Department, and those implied in an editorial that appeared in Vol. 1, No. 1 in September 1900. The editorial was written by Mackenzie King, who was the first editor of **The Labour Gazette.**

INTERNATIONAL ROUNDUP

■ **The European Economic Community Commission is preparing to take to court EEC governments that discriminate against women** by refusing to implement Article 119 of the Treaty of Rome, which stipulates equal pay for women. The Commission has yet to decide what action to take against member countries that refuse to abide by the terms of Article 119. A decision will probably be reached when a study of women's working conditions in the three new member countries is completed in the fall.

There are difficulties, however, in taking governments before the Luxembourg court. Previous rulings have suggested that Article 119 imposes a direct legal obligation only in cases where governments themselves are the employers or at least are responsible for fixing wages.

Two options might enable the Commission to implement Article 119—countries could introduce equal pay in their domestic legislation in such a way that any woman being paid less than a man for the same work could take her employer to court; or Article 119 could be made legally binding on employers and unions negotiating wage agreements.

In some European communities, women hold only the bottom jobs in the occupational hierarchy. For example, although many women work in the Brussels Commission, they are employed mainly as translators, interpreters and secretaries. There are less than 40 women in an administrative class of 2,000, and no woman holds the position of either commissioner or director-general.

It has been proposed that each member government follow the French example of setting up a national committee on the employment problems of women, and that there be a permanent EEC committee to advise the Commission. This committee would report to the Commission, which would then recommend policies to the nine governments concerned. This type of bureaucratic process has been criticized, however, for being too slow, accomplishing little and impeding immediate effective action.

■ **The Australian Government has established a Community Relations Committee to inquire into all aspects of discrimination against immigrants.** The new committee, part of an expanded Immigration Advisory Council, will also examine the extent to which immigrants use community services. Albert Grassby, Minister of Immigration, has pledged himself to the removal of all remaining discrimination in the Australian community. He said he would call for regular progress reports on the committee's work so that prompt effective action could be taken on its recommendations.

New legislation in Australia will end preferential treatment enjoyed by Commonwealth immigrants in the area of citizenship rights. Previously, people from Commonwealth countries had been able, after only one year in Australia, to apply for citizenship. Under a new bill, known as the Australia Citizenship Act, the common period of residence will be three years, regardless of nationality.

■ In Melbourne, Australia, officials of meat industry unions have established a **clinic and occupational health research centre to treat workers in the meat industry and similar "accident-prone" trades**. The Trade Union Clinic and Research Centre Hospital is the only one of its kind in Australia, and its administrators believe that there are few others in the world combining all its features.

George Seelaf, Secretary of the Australasian Meat Industry Employees' Union, Clyde Holding, former solicitor of the union and now State Opposition leader in the Victorian Parliament, and Professor Douglas Wright of the University of Melbourne conceived the idea of the clinic in the early 1960s. The three men were impressed by the **meat industry's high accident rate**—one of the highest industrial accident rates in Australia. Workers are exposed to the risk of injury from knives, choppers and saws, falling carcasses and slippery floors. In addition, there are many diseases that can be transmitted from animals to humans.



An appeal for funds to build the clinic and to provide the necessary equipment was supported mainly by the trade union movement, and in 1964 the clinic opened. It is entirely self-supporting, meeting its expenses and maintenance costs largely from workers' compensation payments to injured unionists.

At the outset, the clinic consisted of an outpatient department, a 10-bed inpatient hospital, two operating theatres, X-ray and physiotherapy sections, and surgeries.

The inpatient unit was closed later because of the difficulties of running such a small department. Consideration was given, however, to expanding the daypatient hospital section. The clinic has a full-time staff of 45, including six full-time casualty doctors, and the services of 10 specialists. Minor operations are performed at the clinic, but major surgery or intensive care cases are taken to other hospitals. The clinic also employs three full-time linguists to deal with the large number of immigrant patients. Among them, the three speak 12 languages.

The land and buildings in which the clinic is located are owned by the Victorian State branch of the Australasian Meat Industry Employees' Union, and the clinic is operated by the Trade Union Clinic and Research Centre Ltd., a non-profit company registered as a charitable organization, and consisting of members of the Victorian board of management of the union. Plans have been completed for the building of a new casualty section costing about \$160,000, which will handle some 1,800 patients a week—double the



present capacity. The administrators of the clinic are studying the feasibility of eventually developing it into an independent community health centre with general practitioners and ancillary services for the welfare of patients.

Safeguards suggested by the clinic's research have been introduced in abattoirs, meatworks and butchers' shops. Research on injuries to the hands has revealed that the peak period for accidents to workers using knives is about four hours after starting work.

The clinic's researchers discovered also that severed tendons at the back of the thumb—a common injury suffered by workers in the meat industry—was caused by the meatworker's knife slipping on ungarded steel used for sharpening knives. These steels are now fitted with two-inch plastic guards under a compulsory regulation introduced by the industrial tribunals.

■ **The four-day, 40-hour week has proved too strenuous for workers at a factory in Geretsried, near Munich, Germany.** They decided, after two years of experimentation, to return to a five-day, 40-hour week because the 10-hour day was too tiring and left insufficient time for home and family.

For a two-year trial period, the assembly line at the Geretsried plant, which manufactures refrigeration components, shut down on Thursday to give employees a long weekend. The staff was initially enthusiastic about having Fridays off, but, according to the work's council, the plant's 350 employees soon found that packing 40 working hours into four days was more than they could manage.

It is interesting to note that the German Trades Union Confederation (D.G.B.) have gone on record as being opposed to the four-day, 40-hour workweek.

■ **Meeting in Geneva, on June 17, trade union leaders** representing more than 180 million workers, **called for an international boycott of South African goods, ships and aircraft.** The resolution, passed in an effort to help eliminate South Africa's apartheid system, called on trade union organizations to urge their governments to cut political, cultural, commercial and diplomatic relations with the South African government.

Lucy Mvubelo, South Africa's leading black trade unionist, told reporters that a boycott of South Africa's goods and the calls to governments to stop public and private investment in South Africa would only harm black workers.

The delegates, representing 200 trade union organizations, passed the resolution at the end of a two-day conference backed by the United Nations special committee on apartheid.

■ **Bintu'a Tshiabola, Minister of Labour and Social Welfare of Zaire, was unanimously elected President of the International Labour Organization on June 6 in Geneva.** In his inaugural address, Bintu stressed the need for urgent measures to increase employment throughout the world. He said efforts made in this direction under the ILO's World Employment Program should be increased.

Bintu said, "a rise in the standard of living of our populations, and a more just distribution of wealth can be achieved only by the promotion of earning possibilities, that is, by the expansion in the volume of new jobs." Poverty, hunger and illness are linked to the phenomenon of available employment.

■ Tsunetaro Kato, Japan's Minister of Labour, is planning a **conference for the labour ministers of more than 20 nations**, to be held in Tokyo this October. Exchange of views on labour policies and the strengthening of solidarity among the nations concerned are expected to be the principal objectives.

Kato will collect requests from the developing nations concerning their economic growth and industrial expansion, which will help formulate the Tanaka government's policy on foreign economic aid. Also to be discussed are the boycott of Japanese goods in Thailand, and employment and labour-management problems in Japanese enterprises' joint ventures in Malaysia and Singapore.

The six-day conference will include delegates from East, South-east, Central and Southern Asian nations.

■ **President Nixon has ordered a 60-day price freeze in the United States** in an effort to halt rising prices, which have been climbing at an annual rate of more than 9 per cent. The freeze took effect on June 13. All prices paid by consumers were frozen at levels no higher than those charged during the first eight days of June. The only prices not covered were those for unprocessed agricultural products at farm levels, and rents. During the freeze, wages, interest, and dividends continued under their previous control systems.

Nixon announced that a wage freeze was not included because wage settlements reached under Phase III of the control program had not been a significant cause of the price increases. He added that as long as wage settlements continued to be responsible and non-inflationary, a wage freeze would not be imposed.

The Phase III program, which contained voluntary enforcement provisions, came after a 90-day across-the-board wage-price freeze in the summer of 1971, and a 14-month program of Phase II wage-price guidelines that expired in January. The 60-day price freeze, according to Nixon, was ordered to enable the Government to formulate an effective Phase IV wage-price controls program.

Reaction in the United States to the announcement was critical, with many businessmen, labour leaders and economists commenting that the measures did not go far enough and may have come too late to solve price rises of more than 9 per cent a year. Leonard Woodcock, President of the United Auto Workers, called the freeze a retreat from Phase III and said that it would not solve the nation's problems. I. W. Abel, President of the United Steelworkers of America, complained that the freeze did not include rents.

In Canada, Finance Minister John Turner announced that the Government would not impose a similar price freeze. He expressed concern with export controls announced by Nixon to accompany the freeze. Nixon noted that one reason for high food prices in the United States was the demand abroad for American farm products, adding that "when we have shortages and sharply rising prices at home, we must put the American consumer first." It was feared that the U.S. export controls, combined with a tariff cut on meat imported into the United States, might affect the supplies of such materials as grain in parts of Canada.

■ Tune in to the grapevine—it is usually right. Keith Davis, a Professor of Management at Arizona State University, has made an in-depth study of office rumor chains and found that **about 75 per cent of grapevine information is accurate.**

"People tend to think the grapevine is less accurate than it really is," said Davis, "because its errors are more dramatic and are more impressed on the memory than its day-to-day routine accuracy." He also noted that the grapevine is fast, and employees at one firm polled said they expected to hear news first through the grapevine before a supervisor or official memorandum conveyed the information.

50 YEARS AGO

■ There had been for some time manifested among members of certain labour organizations in Nova Scotia, a movement to co-operate with the advocates of communism on the lines of the Soviet system of government in Russia, but union executive boards had refused to allow locals in the district to join this movement. Search in homes and offices of labour men by the provincial police for evidence of agitation and sedition had led here and there to threats of strikes in protest. There also had been reports that demonstrations of working men's support of various labour policies in the Sydney district and elsewhere might lead to strikes or disturbances.

The Labour Gazette, fifty years ago, reported on industrial disputes and civil disturbances connected with the above labour policies. The following is a diary of social and industrial confrontations occurring in Nova Scotia in the summer of 1923.

On June 26 the decision of the directors of the Dominion Iron and Steel Company at Sydney, Nova Scotia was received by the officials of the Amalgamated Association of Steel and Tin Workers concerning union demands for a 20 per cent increase in wages, an 8-hour day and the "check-off," that is, the reduction by the employer of union dues from the pay of those employees who belonged to the union.

On June 28, early in the morning, a strike was called and about 2,700 out of some 3,500 employed in the steel plant were reported to have ceased work. Within an hour, at 4 a.m., the chief of police was called to deal with obstruction of the street. Certain disorders occurred that same night. Attempts were made to prevent workers in the boiler house and coke ovens from working. A crowd attacked one of the gates of the steel plant, but were driven off by the steel company police and the city police. Masks were worn by some of the crowd and that night and during the days following arrests were made for assault, intimidation, wearing of masks, etc. A magistrate reading the Riot Act was knocked unconscious by a stone. About midnight the County Judge sent a requisition for troops to the Militia Officer commanding the district at Halifax, and the first detachment, 250 men, reached Sydney at 4.00 a.m., June 30, others following from time to time until about the middle of July, when the number reached about 2,000. At another reading of the Riot Act, the troops fired over the heads of the crowd, after which the disturbance subsided. The provincial Government notified both parties that it was prepared to mediate.

On July 3, the coal miners employed by the Dominion Coal Company and the Nova Scotia Steel and Coal Company (like the Dominion Iron and Steel Company, subsidiaries of the British Empire Steel Corporation), held meetings and decided to strike against the use of provincial police and militia in the city during the strike. Between July 4 and July 16, and in support of the position assumed by the Sydney miners, miners went on strike in Pictou County, Nova Scotia, and at Drumheller, Alberta.

On July 6, the president and secretary of District 26 of the United Mine Workers of America, were arrested by the authorities for circulating false information as to the action of the provincial police, this information appearing in a circular calling upon the coal miners to strike. On the same day newspapers printed a telegraphic message from the International President of the United Mine Workers to the District President ordering the miners back to work and pointing out that the agreements with the mine operators must be carried out. The District Board replied to the international president that the strike was not about the terms of the agreements but against the use of militia and police in industrial disputes and that the International Board had no jurisdiction in the matter.

Protests against the use of militia and provincial police were sent to the Dominion Government by various labour organizations, including the Executive Council of the Trades and Labour Congress of Canada, the latter insisting that an investigation be held, also asking that Parliament be summoned if necessary to take action. The strikers at Sydney asked the railway employees to refuse to move troops and coal but this request was not complied with.



Dominion No. 2 Colliery, Glace Bay, Nova Scotia

In the discussion of the strikes attention was drawn not only to the use of the militia and provincial police but to the fact that in the steel strike (as in an earlier February strike) the usual policy of the union was not followed in allowing maintenance men to remain at work and bank the fires, etc., so that loss of equipment and property might be avoided, and that in the coal strike in most of the collieries near Sydney (as in a 1922, August strike) the men operating pumps, fans, etc., were called out instead of being allowed to remain and prevent damage to the mine as was the practice during strikes so long as no attempts were made to operate the mines with strikebreakers. The coal company officials took the place of the maintenance men but in spite of this some of the collieries were flooded to some extent.

On July 11, the District president and secretary had been released on bail. On the following day the Premier of Nova Scotia reached Sydney and met the strike committee of the steelworkers together with the international vice-president for Canada of the union and later met the officials of the steel company and visited the plant. By this time the steel plant was again working in some departments.

On July 17, the press carried despatches indicating that the international president of the United Mine Workers of America had revoked the charter of District 26, suspended its officials for inciting a strike for revolutionary purposes and appointed a provisional district president. The new district president immediately ordered all miners back to work. The president of the Trades and Labour Congress of Canada announced that the miners should be loyal to the union and support the provisional district president. International organizers of the United

Mine Workers were also sent to Sydney. Between July 19 to 21, several locals voted to return to work and on July 21 the remaining locals in a mass meeting decided to return on July 24. Within a few days the various locals formally, on directions from the provisional district president, voted to call off the strike.

The steel company continued operations and on July 20, 1,825 men were reported working with another blast furnace started. By the end of July conditions were reported to be not much affected by the strike and on August 1, the steel workers' union formally called it off. On July 26, the provincial police force was reduced, on July 28 the troops began to move away, and by August 15 all troops had been released from strike duty.

AN EXAMINATION OF THE LIMITS TO ECONOMIC GROWTH

BY GEORGE SANDERSON

The thesis that man must limit economic growth because we are running out of renewable resources and over-polluting the environment came under heavy fire at this year's annual general meeting of the Canadian Manufacturers' Association, held June 4 and 5 in Toronto.

The focal point of criticism during the first day of discussions was the controversial book, **The Limits to Growth** (see page 551) a study conducted for the Club of Rome by an international team of researchers at the Massachusetts Institute of Technology. Under the direction of Prof. Dennis L. Meadows, the team examined the five basic factors that determine, and therefore ultimately limit, growth on this planet: population, agriculture, natural resources, industry and pollution; and it came to the conclusion that "if present growth trends in world population, industrial

output, pollution, food production, and resource depletion continue unchanged, **the limits to growth on this planet will be reached sometime within the next 100 years.** The most probable result will be a rather sudden and uncontrollable decline in both population and industrial capacity."

Alvin Weinberg, Director of the Oak Ridge National Laboratory of the U.S. Atomic Energy Commission, told CMA delegates that **the technological assumptions of the MIT study are too pessimistic.** "This is not to say that the Neo-Malthusianism of **The Limits to Growth** is not ultimately justifiable; it is rather that the detailed projections, with their catastrophic collapses occurring in a relatively short time, are based on significant underestimates of the possibilities of technology."

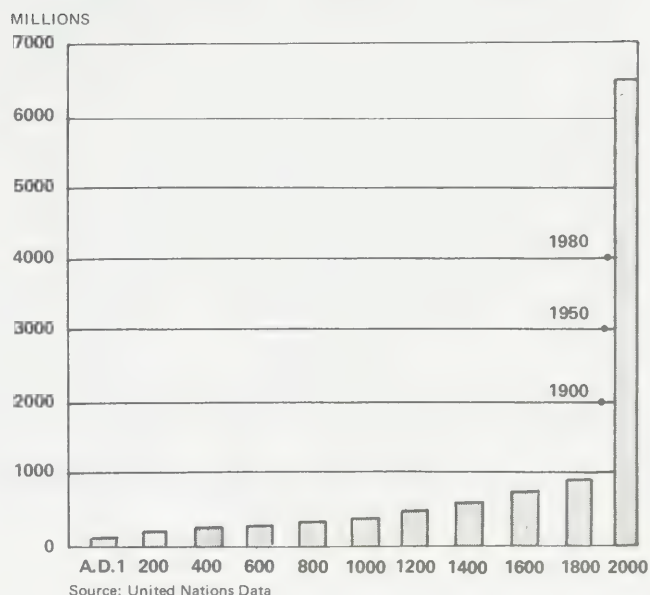
commenting on the agricultural factor, Weinberg expressed the belief that, from a strictly technological point of view, there is little reason to doubt that, over the next 100 years, we will be able to produce food for many more people than the world now supports. **But to provide for vastly more people—such as 35 billion—at least one of two major technological breakthroughs will be required:** (1) large-scale farming of the tropics, and (2) large-scale desalination and rationalization of the use of water so that desalted water can be used for mass agriculture.”

In the case of mineral resources, he said the study erred by “underestimating the fairly readily available minerals at not much more than twice present costs, and by underplaying the doctrine of substitutability. **For every material used in our society** (with the exception of phosphorus), **there is a more abundant, though more expensive, substitute.**” Even energy problems can be solved through substitution, provided that the global heating caused by man’s production of energy can be tolerated.

On the subject of pollution—the newest of the limits to growth—Weinberg declared that technology has only just begun to deal with it seriously, and that, apart from thermal pollution, almost all kinds can be controlled, though at a price.

Without growth, we will have difficulty feeding, clothing and housing a population that, with the best efforts of the birth-control experts, will continue to increase,” remarked Gordon R. Sharwood, Chairman of Acres Ltd. and President of the Guaranty Trust Company of Canada. He suggested that growth should not be limited, but that its direction should be debated. “It is misguided to think of economic

WORLD POPULATION A.D. 1–2000



growth as something that is necessarily in conflict with the improvement of the environment,” he said. “What we need is the will to **devote a proper part of our economic surplus to improving the environment** instead of spending it all on more consumer goods and services and more leisure.”

Sharwood suggested setting up a system that would create a continuous dialogue between government and knowledgeable people from the private sector on the use of scarce resources. Out of this group might come “constructive solutions instead of the answers that I hear thrown about so lightly by the anti-growth advocates.” He told delegates that three in particular caused him the most concern:

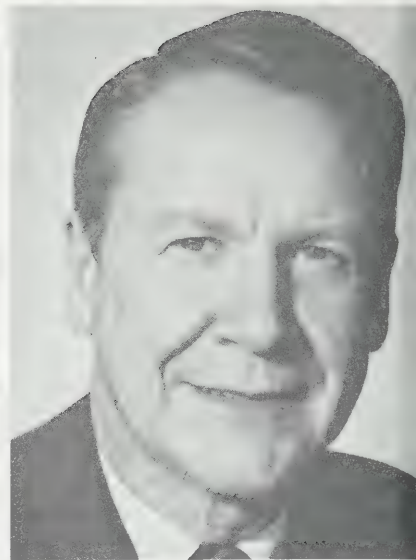




Alvin Weinberg



Gordon R. Sharwood



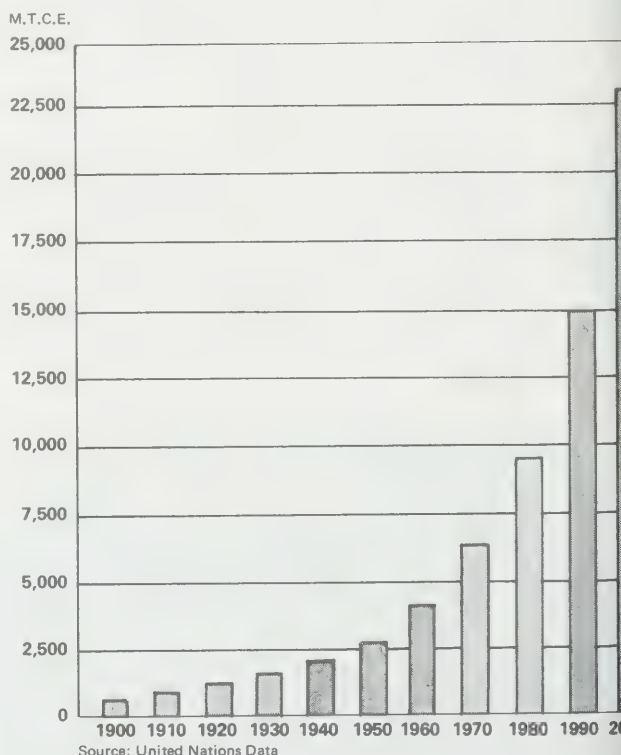
J. A. Armstrong

"The first is that the solution is to be found in nationalization of our resources. It is no wonder that the socialists embrace so heartily the anti-growth, anti-pollution thesis. All it does is further advance their own views, and criticisms of modern technology are turned into criticisms of the private sector.

"The second is criticism of the multi-national corporation. The multi-national corporation represents the kind of threat to the nation-state that the merchants of Europe in the Middle Ages did to the feudal baronies. **The multi-national corporations probably represent the greatest unifying force in the world today,** and we should make sure that they are enhanced, instead of sniping at them out of petty nationalism."

The third area where the debate on growth has "skewed our thinking" is in education and employment. "When I listen to some of our **eminent economists today suggesting that we do not develop natural resources because they do not create employment,** I believe that they would like nothing better than an army of Ph.Ds, at \$18,000 a year, moving ore by wheelbarrows."

WORLD ENERGY CONSUMPTION A.D. 1900–2000 IN MILLIONS OF METRIC TONS OF COAL EQUIVALENT



J. A. Armstrong, President of Imperial Oil of Canada, questioned projections, contained in **The Limits to Growth**, that assume that the world supply of energy of all types is limited to 250 years at 1970 consumption levels. "There is considerable evidence, particularly in the U.S., which is the largest single user of fossil fuels, of the signals for readjustment, augmentation, substitution or other action appearing early and being accepted," he said.

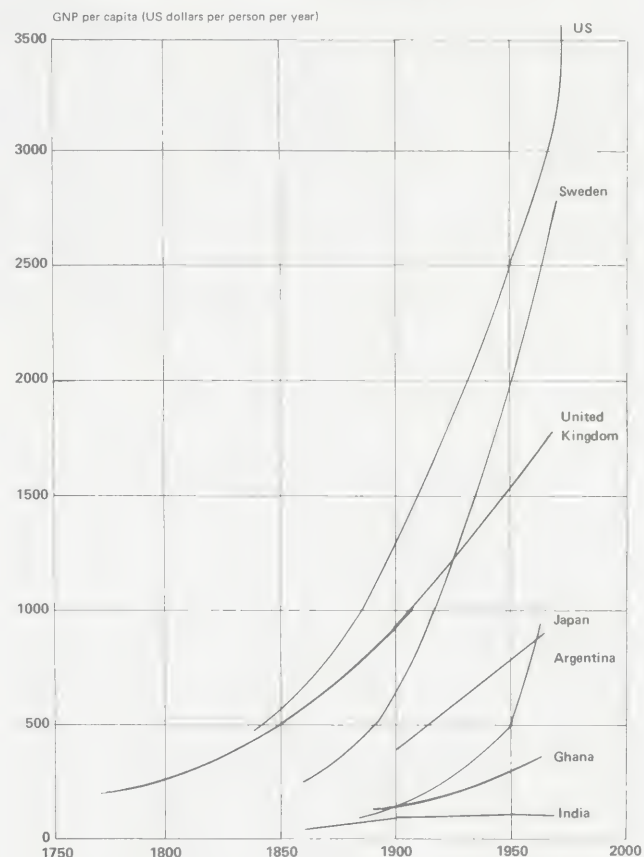
"Some of the signals appearing in our historical and forecast data show a decrease in the average annual growth of free-world oil consumption from 7.7 per cent in the '60s to about 4 per cent over the period 1980-1985. At the same time we see growth in the demand for coal in the free world increasing from 0.7 per cent a year in the period 1969-1975 to 4.5 per cent over the period 1975-1985. We estimate that the demand for nuclear energy will grow at a rate of 20 per cent during the period 1975-1985. This is energy substitution at work."

Armstrong pointed out that **the world's accessible coal reserves** have been estimated at more than eight trillion short tons, **thermally equivalent to about 30 trillion barrels of oil**, and that the technology for converting coal to synthetic gas could extend the life of conventional fossil fuel energy by many decades.

"In Canada, we are fortunate enough to have an **ample supply of fuel reserves**," he continued. "We currently have 10.5 billion barrels of oil reserves, and we estimate that Canada's frontier areas will yield several times this amount. We have tar sands and heavy oil equivalent to about 30 times our current oil reserves; we have coal equivalent to 40 times, and uranium equivalent to between eight and 100 times our current oil reserves, depending on whether you include the breeding potential.

"Energy consumption is the key to the solution of so many of our problems that, in the short term, we are going to have some trying times. But long term, given scientific advancement, **I cannot accept that we are going to run out of energy.**"

ECONOMIC GROWTH RATES



The economic growth of individual nations indicates that differences in exponential growth rates are widening the economic gap between rich and poor countries.

Source: Simon Kuznets, *Economic Growth of Nations* (Cambridge, Mass.: Harvard University Press, 1971).





Mrs. Thomas J. Bata



Louis S. Renzoni



E. A. Thompson

The Vice-Chairman of the National Design Council, Mrs. Thomas J. Bata, who expressed the most concern of any panel member about the implications of runaway growth, was equally cautious about doomsday predictions. She warned of the dangers of "reacting the wrong way—overreacting to growth itself, and underreacting to the challenge of managing growth." Doomsday predictions "may reinforce the cynicism of those who say that nothing can be done, and that we should live for the moment," she observed, "as well as disheartening those who might otherwise be motivated to contribute a solution to our problems. **Doomsday predictions can lead to irresponsibility, and can lend support to elitist efforts to impose totalistic solutions** without consideration for human costs."

Mrs. Bata conceded, however, that "by the end of the century—unless countervailing forces arise—demands on energy could be four times those of 1970, and 40 times greater than the 1900 level. Intellectually, we are conscious that resources, at some point, are finite, and should be developed prudently; but we fail to act on our recognition of these limitations. Too often, we behave like the frontier hunters who laid waste great herds of bison, and annihilated the clouds of passenger pigeons that once darkened our skies."

In her opinion, we have "probably devoted too much of our energies to what Mark Twain called a 'limitless multiplication of unnecessary necessities'. Let us admit that **we need to reappraise both our economic philosophy and our outlook on life.** Let us admit that the 'make, use and throw away' pattern of life is unlikely to be sustainable, and that we have to come up with something better.

"What may be causing disquiet is not growth itself," she explained, "but the failure to apply to growth what we know—or profess to know—about efficient, intelligent, and sensitive management." She called for a more responsible approach to the consumption of goods and services, and asked for **"better design to increase the lifespan of products and to promote ease of repair."**

Louis S. Renzoni, Vice-President of the International Nickel Company of Canada, remarked that "industry receives the brunt of the criticism for exponential growth and its consequences, but industry is only responsive to the demands of society." **Action to curb or manage growth must therefore be taken by society itself,** he said. Renzoni expressed confidence that technology would significantly reduce or eliminate pollution, and that man would develop substitutes for a wide range of non-renewable resources.

One speaker at the conference suggested that, in Canada, **the limits to economic growth**, in the short term at least, **will be determined by factors other than pressures on resources, energy, and the environment.** E. A. Thompson, President of Dominion Glass of Montreal, said that the need for jobs, output, and a tax base to support our social service requirements could be met only through economic growth; but "if increasing costs of government services add increasing tax burdens or obviate potential reductions, if labour insists on an increasing share of productivity gains, and if the cost of capital investment requires growing interest payments, then obviously prices will rise, real wages will not increase, or may actually decrease, our exports will suffer in world competition, and Canadians will be disappointed in realizing some of their objectives."

Thompson listed **six factors that could effectively limit the growth of Canada's economy:** (1) inconsistent or confused government policies based on political expediency rather than a well-reasoned approach to an economic and industrial strategy; (2) heavy government spending at all levels, resulting in a restrictive tax load; (3) costly welfare programs; (4) the recent liberal approach to unemployment insurance; (5) annual labour cost increases; and (6) lack of an environment that encourages technical excellence and innovative development in industry.

But **the greatest limit to growth, Thompson added, is the attitude of persons in industry and business.** He accused them of "a complete failure to present our case effectively and attractively, with full recognition of our changing social environment."

Speaking in a similar vein, Daniel Sprague, Chairman of the Board of James Carter Ltd., Winnipeg, and immediate past president of the CMA, **drew attention to the plight of small Canadian businesses,** and stressed the importance of making venture capital accessible to the young and struggling company which, in manufacturing and in other areas of business, too often faces impossible odds. "This is an unhealthy state of affairs, particularly in terms of Canada's regional development," he said.

"Complex tax laws, a multiplicity of complicated statistical reports, constantly changing and sometimes conflicting legislative requirements—all these things make life difficult for the big company. It is a hundred times worse for the small one. The **federal and provincial Governments must, as a matter of urgency, find means to rationalize and simplify their regulations** and requirements, eliminating much of the overlapping and inconsistency with which we have to contend today."

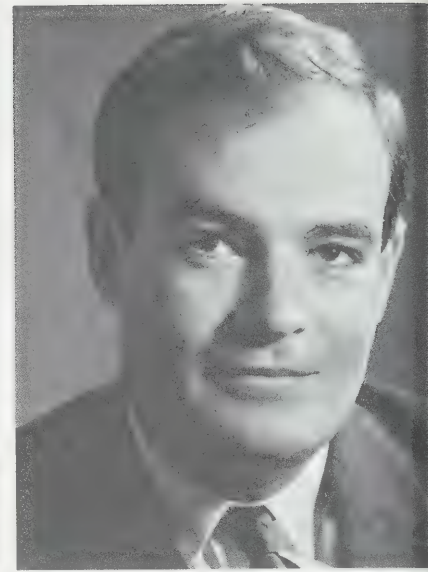




Daniel Sprague



Gerard Filion



Roy L. Heenan

"Rising inflation, with all its perils, is essentially government-made. What we need above all else is a reversal of the continuing trend whereby government spending is growing faster than the economy itself," Sprague continued. "Over the past decade, the share of national earnings taken by governments has been growing at a breathtaking rate. The three levels of government in Canada are now taxing the people of Canada \$1,400 each year for every man, woman and child in the country."

Sprague outlined several areas of labour-management agreement, noting that **"the relationship between management and employees** is, in practice, **not normally the adversary one that it is often made out to be.** All can agree on the desirability of the company staying in business, increasing sales, maintaining its labour force, being able to meet its payroll, offering prospects for promotion, and providing stimulating and interesting work of the kind that will boost productivity and, therefore, earning capacity.

"All can surely agree on the desirability of minimizing the share of the pay cheque that is taken by the Government in the form of taxation and other deductions," he continued. "If the take-home pay of the typical employee bears too little resemblance to his gross earnings, this is neither his fault nor that of management."

Sprague deplored the "inadequacy" of the return that "too many" investors receive on their capital. "Over the past two decades, dividends have accounted for a steadily declining share of total personal income received each year by Canadians. In the same period, the proportion going to wages and salaries has been breaking new records. Shareholders—the people who risk their savings and make it possible for companies to exist in the first place—deserve a better break than they have had in Canada in recent years."

Gerard Filion, President of Marine Industries of Montreal, and a past president of the CMA, stated that **the profit margin is so thin in Canada that a great number of businesses** are unable to keep abreast of technological progress, and **feel their existence threatened.** Unless Canada is ready to sacrifice important sectors of its manufacturing industry, and to base its prosperity on exports of raw materials, "it is going to be **necessary to relearn to live according to our means,**" he warned.

Filion told delegates that **"a comparison of the curve of industrial salaries with that of productivity** over a 10-year period shows that the difference between the two coincides almost exactly with the inflationary curve." He argued that "the presumption current among the public that salary increases can barely keep pace with the cost of living doesn't stand up under examination of the facts. From 1961 to 1971, the hourly rate in manufacturing increased 75 per cent, whereas the cost of living rose only 33.4 per cent. The difference between the two figures amounts to an increase in the standard of living of workers. During the same period corporation profits fell from 4.4 per cent to 4.2 per cent on the sales volume of goods and services."

Moreover, **the wage gap between U.S. and Canadian workers is rapidly narrowing,** Filion observed. "In 1947, the Canadian factory worker's hourly wage was 0.6 per cent lower than that of his American counterpart; in 1972 the difference fell to only 6.2 per cent. At the present rate of inflation in the two countries, the industrial salary in Canada will have caught up with and perhaps passed the U.S. salary by 1976, so that we shall soon hear American unions calling for parity with Canadian workers."

Commenting on Filion's prediction that "confrontations between public authorities as employers and their workers will increase," with strikes becoming more political, Montreal lawyer Roy Heenan surmised that **the next major civil rights battle might be between the employee and his union.** "Employees, whose reason for joining a union was simply to have a representative to negotiate working conditions with their employers, in many cases now find themselves obliged to support a very different institution," he asserted.



"The change in unions is more than merely a change in size: it **has become a change in nature,**" Heenan explained. "The institutionalized union has its own vested interests. Our labour laws, however, continue to reflect an economic situation of 30 or 40 years ago. Union dues, tax free in both the hands of the individual and the same union, now find themselves used for entirely different purposes than those envisaged by Judge Rand when he instituted compulsory payment of union dues. Our labour laws must be drastically amended to reflect this new situation, and to give more freedom to the individual employee in his relations with his union."

HOW TO IMPLEMENT THE HUMANIZING PROCESS

BY BONNIE CAMPBELL

There was virtual consensus among speakers at the 10th annual conference of the Canadian Industrial Relations Research Institute (CIRRI) that the worker does not like dull work. But the speakers, representing government, labour, and management, expressed divergent opinions on the means of implementing "the humanization process." The conference was held at Queen's University in Kingston from May 30 to 31.

Alan Portigal, Assistant Director of the Economics and Research Branch, Canada Department of Labour, described recent changes in modes of work production "as socio-technical experiments" that result in changes in modes of work production. "Most of these experiments encourage workers to plan ahead and assume responsibility," he said. "This may involve the formation of autonomous or semi-autonomous work groups with the replacement of supervisors by group leaders of a more democratic stripe."

Portigal outlined also the more publicized experiments concerning reorganization of the workplace. A General Foods pet food plant includes all humanization elements: "There are autonomous work groups, support functions into regular job activities, job enrichment, job mobility, and rewards for learning 'facilitative' leadership."

A successful job enrichment program for janitorial workers was implemented by Texas Instruments in the U.S. Two years later, the quality of cleaning services had improved, turnover had dropped, and the personnel required for cleaning was cut, almost in half.

Two Swedish automakers, Saab-Scandinavian and Volvo, have assembly groups that replace the continuous production line. Both have reported a marked improvement in the quality of their product.

Portugal said that **unions, especially in North America, have had difficulty with the quality of work-life issues.** "The strategy of the labour movement in North America has been overwhelmingly to provide workers with the leisure and resources to build satisfying lives for themselves outside the workplace." He outlined his views on the role of government in the humanization process, stating that **the quality of working life should be an object of legitimate interest and concern to governments—now, even more than in the past.**

"Recent research has shown that the quality of working life has definite implications for public health and welfare, and manpower policy—both areas of major government concern. Research into this

area could have implications for government activities in the fields of minimum labour standards, and industrial relations policy as well."

UAW Education Director, Gordon Wilson, stated that humanization is a word introduced by the social scientists, but a word meaning little to the man on the assembly line. He admitted, however, that worker discontent often reaches the point of extreme "dissonance" as a result of severe alienation on the assembly line, creating severe morale problems like those encountered by General Motors at its Lordstown, Ohio, plant. In an effort to accelerate plant productivity at Lordstown, GM built a streamlined assembly system, automated at various points, and sent the cars through at the rate of 100 an hour; the fastest line previously had handled 60 an hour. Under the stress of a regime that automated every second of their work, employees began to break rapidly. Then the men walked out, and Lordstown had to reduce production to half capacity.

"How do you enrich an assembly line?" Wilson asked. The worker is no longer an extension of himself, but instead, has become a part of the tool with which he is working. "The worker is a type of robot; his movements are controlled by the sound of a bell or a whistle." **He argued that the only viable way of increasing job satisfaction would be to democratize the workplace.** Management would have to implement voluntary overtime, and curb its present misuse of rules and regulations. He stated that management tends to use autocratic power as an instrument of intimidation—a reference to management's practice of punishing workers before they are proved guilty. By democratizing the work environment, **the individual would participate in decision making** through job descriptions and orientation.

Wilson said that, when the worker is asked for suggestions that might contribute to the enrichment of his present working environment, his common response to the query is to get off the assembly line as





soon as possible. It is significant that, in the forthcoming negotiations between the UAW and the Big Three, the union will be putting a higher priority on pensions and early retirement. The objective is to lessen the number of years the worker has to spend on the line.

Ed Finn, Legislative Director of the Canadian Brotherhood of Railway Workers, explained the rationale behind the use of strike statistics as an indicator of worker discontent. "Although most strikes are ostensibly disputes over wages,

we are becoming aware that **many strikes are motivated, as much, or more, by a deep dissatisfaction with the industrial system itself.** In recent years, workers have begun to articulate their discontent more effectively; and so their plight has been attracting more attention." Their discontent has often resulted in increased absenteeism, alcoholism, malingering, frequent job-hopping and outright sabotage.

Finn went on to say that the present system of collective bargaining cannot now deal effectively with the psychological aspects of conflict. He explained that if collective bargaining could be expanded in such a way as to

include humanization, there would be less discontent. "But in general terms, there seems to be an obvious need to expand the scope of collective bargaining into new areas now ruled 'off limits' as strictly managerial concerns; to humanize and democratize the workplace; to close the credibility gap between union leaders and their members; and to liberalize rather than restrict the right to strike."

George Lach, Vice-President of Personnel and Labour Relations for Canadian National, took a view opposite to that of Finn. Lach stated that the present system of collective bargaining cannot now attempt to solve the problems of job satisfaction, technological change or workers' rising expectations. He blamed the unions for having too strong an orientation toward wage priorities, thus preventing management from making jobs interesting.

Garfield Clack, of the Economics and Research Branch, Canada Department of Labour, examined strike data as one source for evaluating the widespread discontent among employees. **He concluded that strikes were only one measure of the industrial relations climate, and should be used cautiously.**

(Bonnie Campbell is a graduate of Carleton University working as a summer student with The Labour Gazette.)

THE STEELWORKERS' SOLUTION IS A CONSTANT MOVE TOWARD GREATER AUTONOMY

BY JACK WILLIAMS

Major changes in the structure of the labour movement, in Canada and throughout the world, are foreseen by William Mahoney, who, as Canadian Director of the United Steelworkers of America, heads Canada's largest union. Mahoney feels strongly that common economic interests, and the necessity for rationalization of the labour movement in Canada, are going to be key factors in **bringing about a movement which, structurally, will be very different from that of today.**

Mahoney, at 56, is serving what he says will be his final term as Canadian Director of the Steelworkers. There has been speculation that he may be a candidate for the office of president of the Canadian Labour Congress when Donald MacDonald steps down at the CLC's May 1974 convention, but he is non-committal on that point.



William Mahoney

In the recent Steelworkers election, Mahoney was opposed for the first time in the 16 years he has held the office; but he won another four-year term by about 10,000 votes—roughly a three-to-two victory. His challenger was Donald Montgomery, Toronto area supervisor of the union. There is little difference in the philosophy of the two men, and Montgomery's campaign was largely based on a time-for-a-change theme. This, coupled with the success of Lynn Williams in a contest for the directorship of the largest Canadian district, Ontario to the Pacific, is seen as evidence that the administration is firmly in the saddle.

A big man physically, Mahoney is also big in the labour movement. He has a reputation for both possessing and using considerable clout in conventions as well as in the inner circles. He has proved himself an effective advocate for his union and for organized labour generally, and he has won respect in company board rooms as a bargainer who is tough but ready to enter into discussion to prove his point.

Like most of the men who head unions in Canada, he came up through the ranks. Born in Wales, he arrived in Canada with his parents when he was barely a year old. He grew up in Sault Ste. Marie, and was one of the young Canadians who had their educational aspirations cut short by the depression of the 1930s. He went to work in a bush camp, and then succeeded in getting a job at Algoma Steel as a time checker; later he became an electrician's helper.

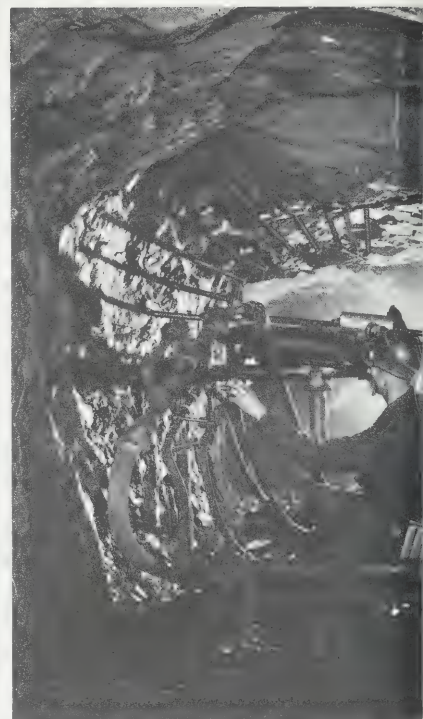
It was at Algoma that he had his first taste of unionism. This was at the time of the first appearance in Canada, of the CIO and, at the Algoma mill, of the independent union affiliated with the Steel Workers' Organizing Committee, predecessor to the United Steelworkers of America. Mahoney was chosen recording secretary of the local union; and in 1941, when he became a full-time representative, he was well launched on the career that was to take him to the top levels of the movement.

When there was concern about **communist control of labour organizations in British Columbia**, it was Mahoney who was chosen, in 1947, to tackle the difficult job of cleaning house. He was loaned to the Canadian Congress of Labour, moved with his family to Vancouver, and began organizing and directing the campaign that tipped the balance of control in both the Vancouver Labour Council and the British Columbia Federation of Labour. An unsuccessful communist effort to form a breakaway union and entice members out of the International Woodworkers of America was a key part of the

struggle, and Mahoney was deeply involved. He emerged from the campaign with a national reputation; and in 1956, when Charles Millard, then Canadian director of the Steelworkers took an overseas posting with the International Confederation of Free Trade Unions, Mahoney was the natural successor to the Canadian office.

For more than 20 years he has been an officer of the Canadian Labour Congress or the CCL, and he is now the senior General Vice-President of the CLC. He has been active also in international affairs, serving on the board of the International Confederation of Free Trade Unions, and taking a prominent part in various international activities, particularly through the ICFTU, the International Labour Organization, and the International Metalworkers' Federation.

Mahoney is an effective speaker and, on more than one occasion, has been credited with swinging a debate. In conventions he walks to the microphone with the quick, decisive step of a man who knows where he is going, and he seldom wastes words getting to the point. His manner is usually soft and convincing, accompanied by a ready smile. But his voice can rise, and his message can become a biting, slashing attack. He has enemies as well as friends in the labour movement.



Although his interests are broad, Mahoney never loses sight of the fact that the first concern of a union is economic, and that bargaining holds top priority. Here he has seen changes over the years. "The methods of bargaining are much more sophisticated than they used to be," he said in a recent interview. "The impact of American conditions has been more readily recognized. I suppose the auto pact had something to do with it. Canada's trading problems with the United States have held management back from thinking in terms of a one-sided advantage in having Canadian wage rates lower than those in the United States.

"If they are going to export into the American market, then they don't want to be in a position where they can be accused of providing low-wage competition to American industry. This is a factor that did not exist 10 years ago; suggestions of any kind of **wage parity** were looked on as almost treachery. But **now they are beginning to wonder whether it is really smart to have a wage difference.**"

There has also been a marked change in **attitude toward union security**, Mahoney says. "It is less and less a problem. For years we had in the mining industry an absolute refusal to grant union security; but that is no longer an issue of any consequence. I suppose the legislative breakthrough in Quebec, providing the check-off, broke the back of that argument."

Recently the United Steelworkers has been very much in the forefront of news and public discussions in the continuing debate about **national versus international unions**. The union is in a rather unique position. Not only is it the largest international union in Canada, but also it has a well-deserved reputation for almost

meticulously fulfilling the **requirements commonly laid down for the operation of an international union in Canada**: (1) The union holds national policy conferences on a regular basis, providing an opportunity for discussion and participation by the Canadian membership; (2) the officers in Canada are elected by the Canadian membership; and (3) there is an active all-Canadian program, backed by a large and capable technical staff that includes five persons in an industrial engineering department, four in research, four in education, three in public relations, two in legislation, two in office and technical, and a full-time solicitor. Yet, despite all this, there have been pressures within the union for a separation from the international, and the formation of a purely Canadian union.

At Kitimat, B.C., a local of some 2,000 voted last year to leave the Steelworkers. At Trail and Kimberley, a similar move was stalled when the British Columbia Labour Relations Board rejected an application from the Canadian Workers' Union on the ground that it did not meet the technical requirements of the province's Labour Relations Act.

Mahoney thinks that the implications of these situations go beyond the international union issue. "**I don't think what we faced at Kitimat is necessarily 'international'.** First they start out by asking, Why send your dues to the States? Then they ask, Why send them to Ottawa, or Toronto? Finally, if they're in British Columbia, they ask, Why send them to Vancouver?—Why not keep them

right here in Kitimat? It's not just us, some of the national unions have experienced the same thing. One of the things in Kitimat, Trail and Kimberley was the suggestion that they didn't want to be run from Toronto, and that was quite equal to the emotional outcry against international unions. **It's a drive toward disjointed, separate locals scattered all over**, and they would be powerless; internationalism is only part of the question.

Mahoney is bitter about such groups as the Committee for an Independent Canada, and about the news media's approach to international unionism. "We resent the idea of people like Walter Gordon, Mel Hurtig, and Eddie Goodman (of the CIC) promoting the idea that, because of some imperfections, we should smash what we have, and start to build something new. I sometimes think perhaps they suspect that, if we smash what we've got, we won't build anything effective to replace it.

"And I resent the attitude of the press and the other news media. The CBC is among the worst; it's scandalous. Take Kitimat. We lost a couple of thousand members; we think that's serious, and it got a lot of public attention. But there wasn't any attention paid to the fact that Kent Rowley and his Canadian Workers' Union—which is supposedly riding the crest of a wave—lost 3,500 members at Falconbridge. They were affiliated to his union, but they left; and that meant 25 per cent of his total membership; yet it was all but ignored by the news media.





"We maintained our position at Trail and Kimberley, but now we have to set to work to rebuild that local and make it a more effective part of our union. I think that's where we failed at Kitimat; we just didn't get on top of it."

At the same time, **Mahoney doesn't think there is anything static about the international union relationship** that now exists for a large part of organized labour in Canada. The Steelworkers' Canadian membership of 180,000 represents 14.8 per cent of the international's total membership. In 1962 it was only 8.2 per cent. Relations between the Canadian leadership and the international headquarters at Pittsburgh are reputed to be good; **but Mahoney is convinced that his union will share in the growing trend toward national autonomy.**

"I think there are going to be constant changes," he says. "My hope and effort will be to **work toward an evolutionary change that will provide common ties, but less organic integration.** We will co-operate in the field of bargaining, particularly on a continent where we meet common employers. But, at the same time, our social, political, and legislative approaches will be more and more definitely separated; and there will be greater recognition of the fact that we have a different political system and, in some regards, different attitudes. What I'm really saying is that I believe that **there should be a constant move toward greater autonomy.**"

Mahoney believes that the present international union relationship has had value in providing an opportunity for Canadians to impress their point of view on American unionists with regard to prevailing trade problems. "I think we have been effective in moderating the views of the union people in the U.S. as far as unfair trade action against Canada is concerned. What they are really trying to do is to tackle the question of trade from Taiwan, Hong Kong, and so on, especially in software like electronics, needle products, and things like that. I think we have been able to convince them that anything they do to injure their best customer may not be to their advantage.

"It's better to be in a position to talk to them. I don't think the rampant nationalists have any solution to this problem. It's a historical fact that, once an ultra-nationalist gets going and can't find a simple solution to a problem then he has to find a scapegoat as a substitute for a solution; and **international unions have become the scapegoat for Canadian ultra-nationalists.**"

As part of the changing structure of the labour movement in Canada, Mahoney expects to see a marked reduction in the number of unions. **"We've got to constantly press to cut down the number of unions.** They can survive in the U.S. with a wide range of unions, because they have the people to draw on; but when you get a situation such as we have in Canada, where I suppose there are only about 15 or 20 unions in the CLC that have more membership than we have in one local in Sudbury, it's different. **How can you expect to function nationally with anything less than 20,000 or 25,000 members? It's impossible;** you just can't provide the service; and then there sets in a disillusionment with the whole union movement.

"We are going to be forced to find a way to tackle this. It may come about through the growth of more autonomy in the Canadian sections of international unions. I think if there was a consensus among unions like ourselves—the auto workers, the food and allied workers, the paper workers—that we really wanted to separate, we might not get as much obstruction from the United States as some people suggest.

"I think that, within the next 10 years, we're going to see a rationalization of the labour movement in Canada with a growth of autonomy. There will probably be an extension of **what happened to the Communication Workers: The international said, go ahead and set up your own Canadian operation; we'll help you; we want you to function independently.**"

As far as **inter-union relations** are concerned, Mahoney anticipates **greater emphasis on co-operation in bargaining**, and a tightening of ties between unions that have common interests in this area. "I don't think a central body in Canada, compared with a place like Sweden for instance, will ever be able to perform the collective bargaining function. In Sweden, the central body is the bargaining agent; but here in Canada, quite apart from the international union question, we are a federated country, and we have so many differences within Canada that I don't think that kind of centralization will ever work out.

There will have to be a strengthening of the capacity of the central national body to handle problems such as education and legislation. In that sense, the cen-

tral body is likely to become stronger; but not in **the day-to-day work of collective bargaining; that will remain with the unions themselves.**

"Perhaps some day we'll see a metal workers union in Canada. We now have three unions prominent in that field: the auto workers, the machinists and ourselves. And there seems to me to be a possibility that some day, as we become more autonomous as Canadians, there may be a coming together. Perhaps, first, there would be a bargaining relationship in which you would have a joint council for bargaining purposes, and out of that, a growth toward co-operation on an industry-wide basis. These are distinct possibilities."

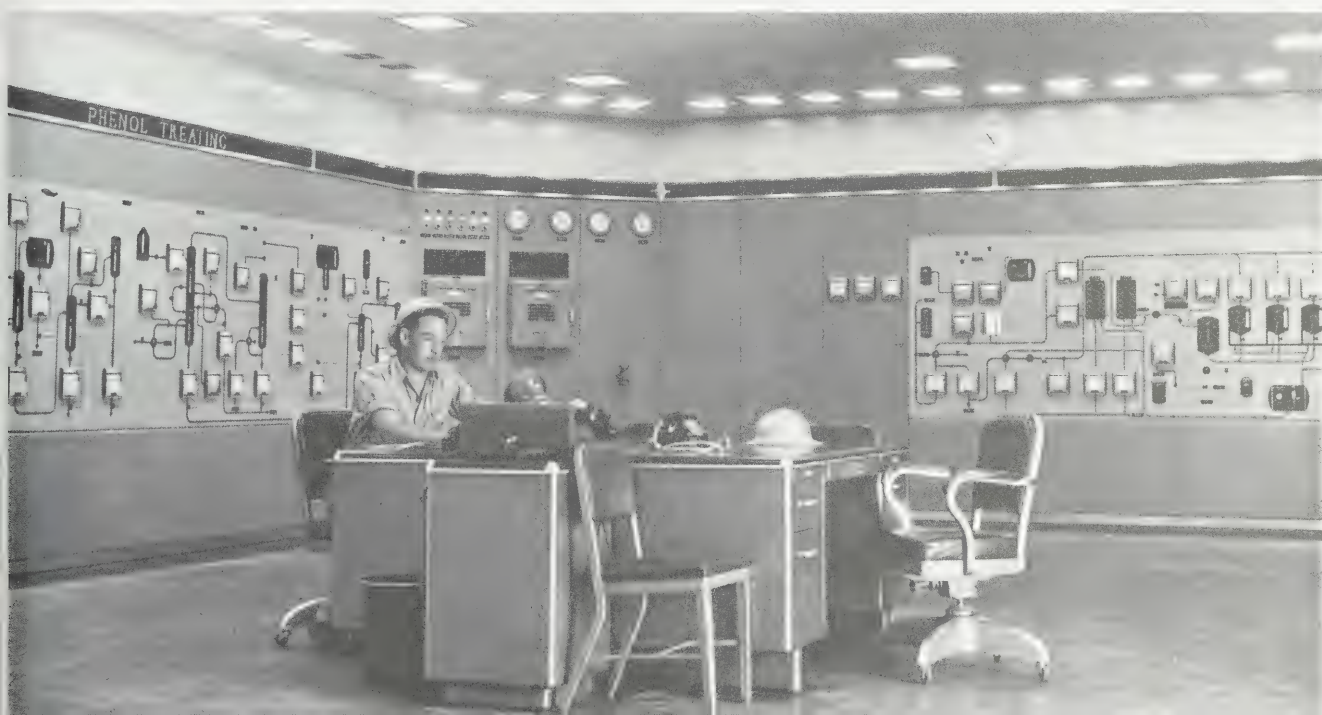
What Mahoney suggests, adds up to larger unions. Some critics of the United Steelworkers in Canada already regard the union as domineering, despite the fact that it has an enviable reputation for co-operating with other unions through the Canadian Labour Congress, and in various forms of joint projects.

Confronted with that opinion Mahoney replies: "Well, I think

we'll always be attacked. I guess **if you are an effective social force, you must accept the fact that you are going to get more strident opposition than if you are ineffective.** I think we are attacked because we are international, because we are big; but the real reason we're attacked is because we are socially effective; and I don't think we should be at all dismayed by that. I think it's a natural sort of thing. If you're attacking the status quo, then you're going to get your lumps in the process."

He thinks that **a tendency toward closer bargaining alliances** between unions in Canada, operative in the same industrial areas, **is likely to extend internationally.** As a board member of the ICFTU, he is frank in admitting that that organization is in difficulties, particularly because of the withdrawal of the AFL-CIO and the formation of new European alliances.

He explains: "The attitude of George Meany, President of the AFL-CIO, was that, if he could not lead, he would leave. Then the European Common Market people used the Meany example to set up a regional organization of their own. The grave tragedy, as I see it,



is that, **just when corporations are becoming more multi-national and more global in nature, the trade union movement is breaking down into regional blocs.** We are going one way, and the times are going the other.

"I think what we are going to see now is a strengthening of the trade secretariats that are on the industrial functional level. I think the International Metal Workers' Federation, for example, is going to grow in both influence and strength. And so will other trade secretariats, because they deal with industrial problems, whereas the ICFTU tries to co-relate national problems and national entities, and these are pretty hard to keep in harmony. With industrial problems, you have a great deal more common ground. We had a nickel conference in Lausanne, Switzerland, and there were union people there from as far as Australia and New Caledonia. We found we had much more in common than do the people from the central bodies of different countries."

These developments in international relations appear inevitably to involve a closer relationship with workers in the Soviet and other communist countries. Mahoney's reputation and background of hard-hitting conflict with extreme left-wing elements in Canada being what they are his attitude in this regard is particularly interesting.



"There is definitely going to be a **change in our attitude toward the communist workers' organizations,**" he declares. "I think that, just as we must live with people under different forms of government in the United Nations, so we'll have to learn to live with them in the labour movement, while still retaining different viewpoints. If President Nixon can mix with the Kremlin and the Peking leaders, then I don't see any reason why the labour movement shouldn't do the same."

Prominent in Mahoney's Toronto office is an impressive figure of a Soviet worker, given him by a delegation of Soviet metal workers who were guests of the United Steelworkers on a visit to Canada last year. "I'll be going to the Soviet later this year to return that visit," Mahoney says. And he adds with a smile, "Times really are changing."

(Jack Williams was born in Bradford, England, in 1907. At the age of four he came to Canada with his parents and settled in the St. Catharines, Ontario, region where he attended public and high schools. He worked for thirteen years with the **St. Catharines Standard**, then joined the staff of Canadian Press in 1941 as labour specialist in the Ottawa Parliamentary Press Gallery. In 1946, Williams became Public Relations Director for the Canadian Congress of Labour, remaining in that post until its merger in 1956 with the Trades and Labour Congress to form the Canadian Labour Congress. He then became Public Relations Director of the CLC and, from 1970 until his retirement in 1972, was editor of the CLC magazine **Canadian Labour**. The opinions expressed in his article, which is the third in a series on Canada's top labour leaders, are those of the author, and do not necessarily reflect the views or policies of either the Canada Department of Labour or the Canadian Labour Congress.)

THE SHORTER WORKWEEK— POLICY FOR THE STEELWORKERS

BY JIM MACSWEEN

The four-day, 32-hour workweek has been endorsed as a guiding principle for future negotiations by the Canadian section of the United Steelworkers of America. At a national policy conference in Montreal, 400 representatives of the 180,000-member Canadian section emphasized the importance of a shorter week in coun-

teracting unemployment caused by technological change. The principle will be applied in future contract negotiations by Steelworker locals.

Delegates to the conference also voted to protest the protectionist policies of the Steelworkers' U.S. leadership. The U.S. section of the Steelworkers, led by International President I. W. Abel, has given

strong support to the Burke-Hartke bill now before Congress—legislation that might harm Canada's trade position by raising tariffs on goods entering U.S. markets.

A six-point policy statement was presented at the conference opposing protectionist trade interests. The statement was criticized by some spokesmen at the conference for not specifically condemning the Burke-Hartke bill,



but Canadian Director William Mahoney commented that the bill is unlikely ever to be passed. The international union, he added, is committed to seeking exemptions for Canada if there are congressional hearings on a protectionist bill. The conference policy statement supported more trade freedom in all countries, with bilateral and multilateral trade negotiations to permit growth in Canada's processing and fabricating industries.

Autonomy for Canadian Steelworkers was defeated when all but three delegates endorsed the union's commitment to international unionism, supporting a policy statement condemning "business spokesmen, politicians and pundits who use their platforms to divide the working people of Canada into fragmented and weak organizations . . ."

Four resolutions dealing with autonomy were rejected by delegates on the recommendation of the resolutions committee. The policy statement asserted that a weak and isolated union can easily be dominated by international corporations "so forceful that whole countries and governments are weak in comparison."

Speaking on the voluntary arbitration experiment signed recently between U.S. Steelworkers and the American steel companies, Mahoney said that Canadian members will not imitate the experiment. While noting that Canadian members will evaluate the experiment—an attempt to prevent industry-wide strikes by arbitration—Mahoney added: "It is our belief and experience that when you are fighting to establish important basic principles, or to break new ground against determined positions, arbitrators are not an adequate substitute for the right to strike.

"Circumstances in Canadian and U.S. steel industries are entirely different," said Mahoney. "While not wanting to interfere with the right of our colleagues to conduct this experiment in the U.S. section of the industry, we reserve the right as Canadians to take the different approach of making free collective bargaining effective without recourse to a prior agreement to arbitrate our differences."

He explained that Canadian directors of the international union has not participated in the vote on the experiment because they did not want to interfere with the rights of American workers to try the test.

Dan Benedict, Secretary-General of the International Metalworkers Federation, said in an address that world power is steadily shifting to multi-national firms, and that some Canadian-based multi-nationals are giving the country a bad name by mistreating foreign workers. He claimed that Alcan pays workers in Columbia \$1 a day, and that the government of Guyana was so provoked by Alcan that it nationalized the company's interests. He added that so-called Canadian mining companies such as Alcan, Falconbridge, and Inco are ultimately controlled by U.S. capital.

NEW LEGISLATION AND THE ALBERTA FEDERATION

Legislation was the theme, and an appropriate one it turned out to be, as 381 delegates gathered in Calgary for the 17th convention of the Alberta Federation of Labour. **On the eve of the convention, the proposed Alberta labour act (Bill 35) received second reading in the provincial Legislature,** and much of the Federation's business revolved around its provisions.

Although they supported many parts of the bill, **spokesmen for the Federation were disappointed with the legislation on the whole.**

Reg Basken, President of the AFL, said in his address: "The patience with which the labour movement has awaited the amendments of the Government has been rewarded in claims of a new Alberta labour act, but in fact we have simply a new arrangement of an old composition. It is obvious that the vast majority of the Cabinet do not understand the legitimate wishes and desires of working people."

He said that the Alberta labour movement had made only minor gains in applying democratic principles to voting procedures, and that the labour movement remains one of the last areas of democratic society with no discipline over its membership. **"Our bargaining power may still be removed at the discretion of a Minister or a Cabinet that may know nothing of the dispute, nothing of the working conditions, nor have any real knowledge of the effect that their emergency orders may decree,"** he said.



Reg Basken

The Alberta Federation had expressed opposition to parts of the bill before the convention opened. In a submission to the Government, the AFL objected to several claimed weaknesses in the bill. **The brief urged that the representative nature of the Board of Industrial Relations be recognized,** and it revealed concern about the expanded authority given to both the Minister of Labour and the Board under the act.

Other points noted that Alberta did not need the emergency back-to-work provisions contained in the bill, nor government supervision of strike votes by union locals. Restriction of picketing to only the employee's place of work was protested, as were the equal employer-employee penalties for staging an illegal strike. The Federation argued that companies could far more easily afford the proposed \$1,000 a day fine than could individual union members.

Alberta Labour Minister Dr. A. E. Hohol pointed out some aspects of the new legislation. He claimed that provisions for the Lieutenant-Governor in Council to appoint additional members to the Board of Industrial Relations would establish a broader base of expertise for the Board's functions and authorities. Where representation votes for bargaining rights are required, the majority selection by employees in the unit would be determined by those voting, instead of those within the bargaining unit.



A. E. Hohol

Conciliation officers could be appointed by the Minister to assist parties in early mediation under terms of the legislation. **More flexibility in conciliation would be possible, Hohol said, if the conciliator has a wider choice of alternatives** and does not have to write an award. Parties themselves could accept or reject conciliation officer or conciliation board awards when issued, and the Board of Industrial Relations would not supervise or conduct votes.

Hohol referred to a provision to ensure that employers could not deny employees' or trade unions' rights established by certification by creating spin-off companies, and he added that a jurisdictional committee might be established by the Lieutenant-Governor in Council to determine dispute cases in the construction industry.

Important resolutions passed at the convention included a call to control the level of asbestos dust in workplaces, and a demand that no person be made to work in any place where there is asbestos dust in harmful concentrations. Another resolution called for the minimum wage to be raised to \$3.00 an hour so that full employment could be achieved through government-sponsored secondary industry. Still another urged that **all pension fund contributions be protected** for the exclusive use of contributors upon retirement. **Portability for all pension funds was also endorsed** as an AFL goal.

A long discussion preceded passage of a resolution demanding that federal and provincial governments outlaw "private police armies," and several speakers condemned company use of such organizations. It was also resolved that the federal Government, in return for money spent as regional economic expansion grants, should obtain shares in the receiver company equal to the amount of the grant.

Other business discussed included the workmen's compensation legislation that will be introduced in Alberta this fall. The Federation demanded that provisions for improved coverage, improved pensions, and increased payments be included in the new legislation. Also announced was the application of the Civil Service Association of Alberta for affiliation with the CLC.



William Dodge, Secretary-Treasurer of the Canadian Labour Congress, **attacked elements in the Canadian labour movement that "appear to be determined to destroy it."** Specifically naming the Council of Canadian Unions and the Committee for an Independent Canada, Dodge claimed, "They seem to have plenty of money and unlimited access to the press and television. Their only propaganda weapon, which they use continually and indiscriminately, is a deep appeal to nationalism."

"The CCU is composed of a collection of small and weak unions incapable of confronting the giant corporations of today. I want to repeat that they are small and weak, because if you pay attention to the Canadian Broadcasting Corporation and **The Toronto Star**, you might get the impression that Kent Rowley and the CCU are

about to take over the Canadian Labour Congress. **The CLC has gained more members by new affiliations since January of this year than Rowley has in his entire organization."**

Dodge added that the unions that are powerful, successful and progressive do not have to depend upon flag-waving to retain the support of their members, and that these unions are the best qualified to promote the interests of Canadian members. "They depend upon their proud record, which has been the source of the strength of the international unions," he declared.

The CLC advances the principle of Canadian autonomy, he said, but not at the cost of destroying the whole movement. He proposed a peaceful evolution of the constitutional relationships within international unions, and an acceleration of this pace by the exertion of constant pressure.

Turning to the proposed Alberta labour act, Dodge observed that the last major revision of labour legislation took place in 1947, and he commented: "I have the feeling that the effect of the bill may be to advance the legislation from 1947—maybe to 1948." He stated that **few of the Federation's proposed changes had been incorporated into the Act**, modest though they were, and he claimed that Alberta is still dominated by big business interests.

Other speakers to address the convention included Calgary Mayor Rod Sykes, who welcomed delegates to the city, and Grant Notley, leader of the Alberta New Democratic Party.

J.M.

AGGRESSIVE, CO-OPERATIVE AND CONCERNED: NEW BRUNSWICK FEDERATION OF LABOUR

"One of the first things dealt with ... and to me, **one of the important, was no-fault, government-sponsored car insurance,**" said **Paul LePage, President of the New Brunswick Federation of Labour, in summing up the 1973 convention.** Other matters cited by LePage were: the call for better safety requirements at the workplace; the question of "working harder, as far as the Federation is concerned, for the development of the area"; the demands for sewage treatment plants in all communities; and the response to the

bilingualism issue: **"We have committed ourselves to complete bilingualism**—very necessary in this province," LePage explained, "I am very pleased that we now will have a two-year convention ... This will give sufficient time to produce documents in both languages and there will be more debate—in both languages."

The unstated theme of the convention, fast-paced and occasionally stormy, could have been co-operation, underscored by the Federation's achievements listed in the President's Report.

The convention was held June 4-6 in Saint John, a city with "historic significance for the labour movement," LePage pointed out "... the birthplace of organized labour in New Brunswick and host for the initial N.B. Federation of Labour Convention in 1914." LePage went on to praise the provincial Government over the administration of the new Industrial Relations Act and the "new Board under the guidance of its very liberal minded chairman, George McAllister, Dean of Law, University of New Brunswick." He also cited an amendment to the Industrial Relations Act, "that calls for various

project bargaining panels as vehicles for carrying on collective bargaining with respect to different Lorneville developments" and requiring all area project workers to be organized before commencing work: "a major step toward insuring industrial harmony during the development stages of Lorneville, while also protecting the collective bargaining rights of our affiliates with the various panels." LePage noted with approval that **resolutions from the 1972 convention were dealt with, on an individual basis, during subsequent meetings with the responsible Cabinet Minister ...** and that "the Premier, at our suggestion, has instructed his Ministers to formally reply to Federation resolutions pertaining to their department."

He went on, however, to chide the Government over the Federation submission to the Employment Standards Advisory Board on the revision of minimum wages: "Notwithstanding the rational solution contained in our brief, our recommendations were not very well received by the non-labour representatives on the Board" ... and the near future holds little possibility of any progressive advances in the area of minimum employment standards in New Brunswick, he warned.

While the province's new Industrial Relations Act is continually being updated and improved, and labour has been given permanent means of securing modifications (through its representatives on the Labour-Management Committee at U.N.B.), the N.B. Public Service Labour Relations Act, however, does not afford a means of continual revision, although immediate

changes are warranted, he believes. A Federation committee has drafted a number of proposed amendments to that act and is seeking the support of other interested parties—the N.B. Public Employees Association, N.B. Teachers' Association and the N.B. Association of Registered Nurses—in the drafting of a joint brief.

In reviewing labour's influence over the years, LePage referred to current government legislation and policy statements that incorporate proposals advocated by past Federation conventions: a policy statement on economic development in which the government rejected the use of tax concessions and expressed willingness to purchase equity in companies; a policy statement on forest resources, proposing more direct responsibility in development and utilization; Bill 57, establishing forest management and protection authority; Bill 55, strengthening the Clean Environment Act; Bill 56, controlling the use of pesticides; and Bill 27, upgrading workmen's compensation benefits and establishing the permanent advisory committee.

Looking to the future, LePage urged more intensified local processing of natural resources, establishment of a government agency, similar to the Cape Breton Development Corporation, in northern New Brunswick; and better provision for workers affected by technological change.

Calling for planned development—whether industrial commercial, residential, and recreational—LePage pointed out that "a healthy social climate is only genuinely possible in New Brunswick once all geographic areas are equal in terms of economic strength."

Later in the convention, the CLC President was to return to this point: while there has been some reduction in the national unemployment rate, he said, the problem in New Brunswick has actually worsened. Recently released figures indicate a provincial unemployment rate of 13 per cent, but "these statistics, based on the province as a whole, do not even begin to tell the story of the jobless people living in ... the North Shore area." There, he charged, "the current unemployment rate is 28 per cent, which far exceeds the highest national unemployment rate of the Great Depression, which was 19 per cent in 1933."

He warned against adopting old methods of combatting inflation, adding that nothing can be accomplished by the use of restrictive fiscal and monetary policies except higher unemployment. He stated that this kind of policy measure hurts, and always has hurt, the Atlantic Region to a much greater extent than other regions of Canada.

Emphasizing the role that labour councils and locals could play in the community through involvement in projects such as with minority groups, health centers, housing, pollution control and natural disasters, MacDonald announced that, with the recent appointment of Greg Murphy, the Atlantic Region will be the first in Canada to have a full-time representative of the Congress Social and Community Programs Department.

Rodman E. Logan, Minister of Labour, in his address to the Federation, outlined also significant changes over the past year affecting the labour force. There are approximately 16,000 more persons in the labour force, with approximately 9,000 more people employed than at the same time last year. He pointed out that such a rapidly expanding labour force creates new problems that governments must solve, and he called for the creation of new employment by encouraging industries to locate in the province, and assistance in finding new markets for present industries.

Along with expansion, and growth of the labour force, and high unemployment, comes another phenomena—that of a high number of jobs available in some regions with no one to fill them, particularly in the forestry and fishing industry. Logan predicted that the same thing could happen in the construction industry. **He urged better timing of large construction projects** to overcome the problems created by a shortage of workers in one area and an overabundance in another. "Our planning can no longer be done in isolation," he said. "We must sit down with labour and industry to

determine trends and investigate all types of alternative solutions. In order to accomplish this liaison, **we have established in the Department of Labour, an employment liaison group which will deal with manpower adjustment problems."**

He mentioned also the establishment of a new branch within the department, the Buildings Standards Branch, combining the office of fire marshall with the electrical installation and inspection program; the establishment of the three-man committee to review Workmen's Compensation legislation and the embodiment of some of their recommendations in amendments to the legislation; and the appointment of the employment standards advisory committee investigating proposed level of minimum wages for New Brunswick. **"Your Federation has been instrumental in recommending a number of candidates for our various advisory boards and committees,"** Logan pointed out, calling for the same degree of cooperation in the future.

On the last day of the convention, Henry Rhodes, Director of Federations and Labour Councils of the CLC spoke of the need for community involvement, singling out labour councils, which, of all the organizations within the Congress, can do the greatest good in the field of human rights, and the welfare, not only of workers but of all the citizens within the community. The council can be "the voice of all civic-minded citizens, and the community watchdog over the municipal council, the

hospital board, police commission and school board. It can promote better health care, better education, better recreation, better roads. It can help the youth, the old people, the poor and the minority groups." As an example of effective community service he spoke of one labour council that had established a committee to counsel appellants to the Unemployment Insurance Board of referees. Over 80 per cent of the cases the committee had dealt with had been won.

Among the resolutions considered by the convention was one calling for Federation support of the NDP "on the basis of \$.01 a member each year. One delegate, a NDP officer, said that he did not agree with the resolution, instead urging financial support from individual affiliates of the federation. The convention failed to approve the resolution.

Other resolutions advocated government takeover of nursing homes and the New Brunswick Telephone Company, a basic shelter exemption for senior citizens, and the establishment of a minister responsible for the affairs of senior citizens.

LePage was returned as President of the Federation; other officers are Alvin Blakely, Secretary-Treasurer; Area Vice-Presidents Fred Hodges, Saint John; Gary Murray, Moncton; Timothy McCarthy, Newcastle; John McEwen, Dalhousie; Rolland Blanchette, Edmundston; Ronald Cronkite, Fredericton; and Eric Petrie, Bathurst.

J.D.A.

LABOUR LEGISLATION IN 1972

PART 6: CONSTRUCTION INDUSTRY, SPECIAL GROUPS AND EMERGENCY LEGISLATION

BY CAL MCKERRAL AND LIIS PAINTER

During 1972, Nova Scotia introduced an accreditation scheme for employers' organizations in the construction industry. The Alberta accreditation scheme was amended, as was the Québec Construction Industry Labour Relations Act. New Brunswick established a special collective bargaining procedure for the construction of the thermal power project and other future industrial development projects in the Lorneville area. (See page 542.)

There was also considerable activity in legislation governing special groups. Ontario and Prince Edward Island established new collective bargaining procedures for public servants, and changes were made in Alberta, Manitoba and British Columbia. Teachers were

dealt with in Prince Edward Island, Nova Scotia and Saskatchewan, policemen in Ontario and Manitoba; and nurses in Prince Edward Island.

Two emergency laws were passed by the Parliament of Canada, ordering resumption of work in the ports of Montreal, Trois Rivières and Québec, and on the West Coast. Québec halted a widespread strike in the public sector and ordered resumption of essential hydro services.

CONSTRUCTION INDUSTRY

Effective October 1, 1972, the new Nova Scotia Trade Union Act provides that the construction industry is covered by Part I (Industrial Relations Generally), unless there is some special provision in Part II (Construction Industry Labour Relations).

The definition of construction industry has been changed to limit it to "on site" work. A trade union is defined as a union that according to established trade union practice pertains to the construction industry.

The definition of employee has been changed in order to circumvent the difficulties associated with collective agreements concluded during the off-season, when there are no employees or the employee group is unrepresentative. An employer is any person who employs, or in the preceding 12 months has employed, more than one employee and who operates a business in the construction industry.

The new legislation allows members of the Construction Industry Panel to be appointed as alternate members of the Labour Relations Board and Board members to be appointed to the Panel as alternates. The Chairman of the Board may be appointed Chairman or Vice-Chairman of the Panel.

The members of the Panel may confer separately with the Chief Executive Officer in order to decide not only on interim cease and desist orders with respect to work stoppages and in other uncontested cases (as may members of the Board), but also regarding applications for certification.

The Construction Industry Panel is required to determine appropriate bargaining units by reference to a geographical area, rather than having the option to do so, as formerly. Provision is made for certification of trade union councils; in order to be certified, the council must be a properly constituted organization. A member of a constituent trade union is deemed to be a member of the council.

Negotiations must begin within five days of notice to bargain, unless the parties agree to an extension of this time limit. Notice may be given by a trade union, trade union council, employer or accredited employers' organization. Previously, a certification order issued by the Panel constituted notice to bargain.

In the construction industry, a conciliation officer may be appointed at the request of either party or upon the initiative of the Minister, where, in his opinion, it is advisable to do so. There is no reference to a conciliation board.

A strike or lockout cannot take place until a conciliation officer has failed to bring about an agreement, and either 90 days has elapsed since notice to bargain was received (in the case of a first agreement), or the termination date of the agreement has passed (in the case of an existing agreement being renegotiated).

ACCREDITATION

Nova Scotia introduced an accreditation system for employer organizations in the construction industry, and Alberta amended its "registration" procedures.

In Nova Scotia an employers' organization claiming to represent the unionized employers in a particular sector of the industry and geographic area may apply to the Construction Panel for accreditation as the exclusive bargaining agent for all unionized employers in the sector and area applied for.

A unionized employer is one employing unionized employees, who may belong to any trade union or council of trade unions. Consequently, accreditation is not specific as to trade union, and it simply establishes the applicant organization as sole bargaining agent to bargain with all unions in a particular sector and area. The accredited organization is only entitled to bargain separately with each trade union. Multi-trade bargaining is not mandatory, although it is envisaged.



A sector of the industry is defined as one of the following divisions of the construction industry: industrial and commercial; house-building; sewers, tunnels and water mains; road building; or any other sector determined by the Panel.

In order to be accredited, the employers' organization must have as members either a majority of the unionized employers in the sector and area, or at least 35 per cent of the unionized employers, provided that its members employ a majority of the employees of all unionized employers in the sector and area.

For accreditation purposes, an employee is a person who was on the payroll of an employer for the weekly period immediately preceding the date of application for accreditation, or such other weekly period as the Panel considers appropriate.

Where an application for accreditation is made, the Panel is to determine the geographic area and sector that is appropriate for accreditation, and it may combine geographic areas, and include or exclude employers in or from the bargaining unit. The Panel must also determine the number of unionized employers in the area and sector, and the number of these who are members of the applicant organization. If necessary, the Panel may hold a representation vote.

Before granting accreditation, the Panel must satisfy itself that the employers' organization will be able to carry out its obligations. It must be a properly constituted organization controlled by its members, and its members must have vested it with the necessary authority. The Panel may dismiss or postpone the disposition of the application to enable the constituent employers to vest appropriate authority in the organization. These provisions also apply to trade union councils in the construction industry.

Accreditation is prohibited where an employers' organization has discriminatory membership requirements. No employer may be denied membership in an accredited employers' organization for

a reason other than a refusal to pay the ordinary dues and assessments required of all members. An aggrieved employer may make a written complaint to the Panel, which has the power to order that the employer be given membership in the organization.

Once it is accredited, the employers' organization has exclusive bargaining rights in respect of all employers in the bargaining unit, and a collective agreement entered into by the organization and the trade union or council of trade unions is binding on such employers and their employees. These provisions also apply to employers for whose employees a trade union or trade union council subsequently obtains bargaining rights, whether by certification or voluntary recognition, and whether or not the employer becomes a member of the accredited organization. In addition, employers whose membership in the organization is terminated are bound by its agreements until such time as the organization's accreditation is revoked.

An employer, not in the construction industry, but having some employees represented by a certified craft union, is not bound by an accreditation order. This exception is intended to cover situations where some employees are represented by a construction union (e.g., bricklayers in a steel mill). The union will bargain with the employer rather than the accredited organization.

After accreditation, bargaining between the union and individual employers is prohibited, and any collective agreement so negotiated is void; however, agreements in existence prior to accreditation remain binding until their expiry date, at which time they are to lapse and be replaced by the collective agreement concluded by the organization and the union. This provision applies regardless of the original agreement's renewal clauses.

Any of the employers covered by an accreditation order may apply to the Panel for a declaration that the accredited organization no longer represents the employers in the bargaining unit. Application for revocation may be made if no collective agreement has been negotiated within 12 months of accreditation, or after the 46th but before the 49th month of the operation of the accreditation order, or during the three months immediately preceding the end of every third year thereafter. (Reference is made to the accreditation order rather than a collective agreement since the organization may be bound by several collective agreements with different expiration dates.)

If, after an investigation, the Panel is satisfied that a majority of the employers no longer wish to be represented by the accredited organization, and that those employers employ a majority of the unionized employees, the Panel may revoke the accreditation. Accreditation may also be terminated if the employers' organization informs the Panel that it no

longer wishes to represent the employers in the unit. When accreditation is terminated, all the rights, duties and obligations of the employers' organization under the Act or any unexpired collective agreement revert to the individual employers.

Agreements between a union and individual employers in the bargaining unit to provide employees during a legal strike or lockout are prohibited.

The amendments to the Alberta Act are designed to improve the operation of the registration system. The main amendments, which went into force June 2, 1972, are outlined below.

An application for registration of an employers' organization may be made only at a time when the majority of the employers affected are not bargaining with the union. The authority of the Board in processing applications is clarified.

Collective agreements entered into by a registered organization are binding on members of the organization and on employers with whom the union subsequently establishes bargaining rights through certification. The agreement is now to be binding also where bargaining rights are acquired by recognition through the signing of a collective agreement, and where an employer agrees to be bound by the agreement concluded by the registered organization. It is made an offense to enter into individual agreements.

When an organization is registered and commences collective bargaining, existing individual agreements will be extended until, and will terminate, when the organization concludes a collective

agreement, or a strike or lockout takes place. Where an individual agreement terminates before the organization concludes an agreement, an interim agreement may be made. An individual agreement made after 60 days following a strike or lockout is to end when the registered organization concludes an agreement.

The Board is given authority to rule on the successor rights of registered employers' organizations.

QUÉBEC

The Québec Construction Industry Labour Relations Act was amended March 24, 1972, primarily to protect freedom of association. The amendments, which had been under study by the Department of Labour and Manpower and the Construction Industry Commission for over a year, were passed at an emergency session following a violent confrontation between members of the C.N.T.U. and Q.F.L. affiliates at Sept Îles.

The amending Act forbids construction employees to belong to more than one union and makes it illegal for unions and employers to interfere with freedom of association.

The fines for illegal strikes and lockouts are considerably increased and made applicable to slowdowns. The Attorney-General is required to make an inquiry whenever a violation of the Act is brought to his attention by written complaint. If he is of the opinion that a violation has occurred, he must prosecute the offender as circumstances warrant.

NEW BRUNSWICK

New Brunswick amended its Industrial Relations Act on June 17, 1972 to establish the Lorneville Area Projects Bargaining Authority, which has sole bargaining authority for its members.

Membership in the Authority is compulsory, either directly or through an employers' organization, for all employers and contractors engaged in construction work in the area, and for all owners. Actual bargaining is to be carried out by two seven-member panels—one for the thermal power site and one for other industrial development projects in the area. The panels may bargain jointly.

All construction contractors and subcontractors on the projects must be unionized. All contracts will contain the requirement that, for work on the site, the contractor give exclusive recognition to a trade union or council of trade unions in the recognized building trades for the duration of the contract.

SPECIAL GROUPS

PUBLIC SERVANTS

Ontario and Prince Edward Island established new collective bargaining procedures for public servants, and Alberta, Manitoba, and British Columbia amended their legislation.

Effective December 29, 1972, the Ontario Crown Employees Bargaining Act established a formal collective bargaining system for public servants similar in many respects to the one in the private sector. However, strikes and lock-outs are expressly forbidden, and unresolved disputes must be referred to binding arbitration.

The Ontario Public Service Labour Relations Tribunal is established to deal with applications for representation rights, appointment of mediators and unfair practices complaints. The Tribunal is to consist of one or more adjudicators appointed by the Lieutenant-Governor in Council.



Most public servants, including employees of Crown agencies, are covered by the Act. Excluded are employees of the Ontario Provincial Police (for whom a special bargaining procedure has been set up), Ontario Hydro, the Ontario Northland Transport Commission, and colleges of applied arts and technology.

Excluded from the definition of employee, and thus from collective bargaining, are managerial and professional employees, casuals, temporary and contract employees, persons employed in the office of the Provincial Auditor, the Speaker, Deputy Speaker and the Clerk of the Assembly, and persons engaged and employed outside Ontario.

The managerial and confidential exclusion is quite wide, embracing persons: (1) employed in a position confidential to the Lieutenant-Governor, Ministers, judges of the provincial court, deputy ministers or chief executive officers of Crown agencies; (2) involved in the formulation of budgets or organization objectives and policy in relation to program development and administration; (3) spending a significant portion of time in the supervision of employees; (4) being involved in the grievance process on the employer side; (5) adjudicating or determining claims for compensation made pursuant to any statute; (6) employed in a position confidential to any of the aforementioned persons; (7) employed in a confidential capacity in matters relating to employee relations, including a person employed in a clerical, stenographic or secretarial position in the Civil Service Commission or in a personnel office in a ministry or Crown agency; (8) or excluded by the Tribunal because of duties and responsibilities to the employer.

In order to bargain collectively, an employee organization must be granted representation rights by the Tribunal in respect of an appropriate unit of employees. Organizations that support a political party are excluded.

The employer is to be represented by the Management Board of Cabinet for the civil service and by a body designated by regulations in the case of a Crown agency.

The procedures governing the granting and rescinding of bargaining rights and negotiations parallel those set out by the Labour Relations Act, except as regards to time limits. Existing units and bargaining agents are to continue when the Act comes into force.

The Act outlines in detail the issues that are or are not negotiable. In addition to wages, hours, overtime and fringe benefits, the parties may bargain over the procedures applicable to the processing of grievances; the methods of effecting promotions, demotions, transfers, lay offs or re-appointments; and the conditions applicable to leaves of absence for other than elective public office or political activities or training and development.

On the other hand, certain functions belong exclusively to management and cannot be the subject of either bargaining or arbitration.

These include, but are not limited to, the right to determine employment, appointment, complement, organization, work methods and procedures, kinds and location of equipment, discipline and termination of employment, assignment, classification, the job evaluation system, training and development, appraisal, superannuation and the principles and standards governing promotion, demotion, transfer, lay-off and re-appointment.

Where bargaining has failed to produce a collective agreement, either party may request the Tribunal to appoint a mediator. The Tribunal is free to appoint or not appoint a mediator. If a mediator is appointed and is successful in settling the dispute, a collective agreement is entered into between the parties.

Where the Tribunal refuses to appoint a mediator or the mediator fails to solve the dispute, binding arbitration is mandatory. Arbitration proceedings are conducted by a three-man board, with each of the parties appointing one member. The Lieutenant-Governor in Council must appoint a person to be chairman of every arbitration board for a renewable term of two years.

Several factors are to be taken into account by the board in reaching its decision. These include the need for qualified employees, the conditions of employment in similar occupation outside the public service, the desirability of maintaining appropriate relations between different classifications in the public service, and the need to establish fair and reasonable terms and conditions of employment.

Collective agreements must not contain provisions requiring legislative implementation, other than for the appropriation of moneys. Also prohibited are provisions requiring membership in the employee organization as a condition of employment.

Subject to the regulations, an agreement may provide for payment of dues to the employee organization; however, the Tribunal may exempt an employee who, as a matter of religious conviction, is opposed to such payments. As an alternative, the employee is required to pay an equivalent amount to a charitable organization agreed to by the employee and the organization or, failing agreement, designated by the Tribunal.

Where the collective agreement does not specify its term of operation, its term is deemed to be two years. If the parties cannot agree on a term, the arbitration board must provide for at least a two-year term.

Collective agreements are deemed to provide that disputes concerning the interpretation, application, administration or contravention of the agreement (including whether the matter is arbitrable) which the parties are unable to settle may be referred to the Public Service Grievance Board for final and binding arbitration.

If the Grievance Board determines that a disciplinary penalty or dismissal is excessive, it may substitute another penalty which it considers just and reasonable under the circumstances. The decisions of the Grievance Board are enforceable by filing in the Supreme Court.

The Act is enforced by the Tribunal which investigates complaints and may, where it sees fit, order certain corrective measures to be taken. The Tribunal may, upon application by one of the parties, issue a declaration that an illegal strike or lockout is taking place or is about to take place.

No prosecution under the Act may be instituted without the written consent of the Tribunal. Where its constitution and by-laws permit, a parent body may place a member employee organization under trusteeship for up to 12 months. The Tribunal may continue the suspension for an indefinite period of time if it so desires.

Previously, the terms of employment of Crown employees were negotiated in the Joint Council, consisting of representatives of the Treasury Board and the Civil Service Association of Ontario. The Association is the statutorily recognized bargaining agent for province-wide units of employees. Where agreement was not reached in the Joint Council, the Minister of Labour could appoint a mediator. If mediation failed or no mediator was appointed, the Civil Service Arbitration Board decided the matter.

Under a new section added to the Prince Edward Island Civil Service Act, the Minister must "consult and negotiate" with the Prince Edward Island Public Service Association. Previously, the Association could merely make recommendations to the Lieutenant-Governor in Council through a Joint Council.

Under a new regulation of December 2, 1972, the Association is to continue to represent civil servants for a period of two completed agreement negotiations or three years from the date of the first agreement, whichever is later. Following this period any organization of civil servants may apply and be designated as the authorized representative, if it represents more than 50 per cent of the civil servants. The bargaining agent may also be divested of its representative authority if it provides funds to or endorses a political party, ceases to be a legal entity, or fails to make an annual financial statement.

A consulting body called the Provincial Council has been established. Among its duties is the evaluation of the effectiveness of the negotiation procedures and grievance mechanisms. It can also recommend the establishment of a Departmental Council in each department or agency.

The parties are to meet not less than six months before the expiry date of an agreement to determine the data and information that each should make available to the other or develop under joint agreement. They must then meet not less than four months before the expiry of the agreement to present and analyse the data and information collected and, prior to commencement of negotiations, must attempt to resolve as many issues as possible through mutual consultation.

Either party may give notice to bargain three months preceding the expiry date of an agreement; however, the parties may commence negotiating at any time by mutual consent. Negotiations must commence within 14 days. A copy of the notice is to be delivered to the government authority.

When negotiations have continued unsuccessfully for six weeks and either party requests the Minister of Labour to appoint a conciliation officer, the Minister may do so within seven calendar days. If an agreement is not reached by the expiry date of the agreement, conciliation stops and the conciliation officer submits his report to the Minister.

At this point, if either party requests the appointment of a board of arbitration or the Minister deems it advisable, the Minister must appoint three members—a union representative, a government representative and a Chairman chosen by the Minister. The Chairman is to be nominated by the government authority, with the consent of the authorized representative, for a minimum two-year term. If mutually requested by the parties, the Minister may appoint a one-man arbitration board. The board is to commence hearings not later than 10 days after it is appointed. Initial submissions are to be made with both parties present, with each having the opportunity for rebuttal.

The board of arbitration is empowered to make awards on salaries, wages, hours of work, overtime, other allowances for work performed, vacations holidays with pay, grievance procedures and such other items as are presented by mutual agreement of the parties; however, it cannot make a decision upon matters already resolved but may, after consultation with and agreement of the parties, alter such matters in order to arrive at its award.

The factors that the arbitration board must take into consideration are similar to those in Ontario. However, priority is given to valid comparisons with better paying employers in the private sector who have modern employee relations and with other governments and companies in the Atlantic provinces, but having regard to the varying economic capabilities of the provinces.

Within 30 days of the arbitration decision, the parties are to sign an agreement for a minimum term of one year and a maximum of three years.

Alberta revised the two Acts governing the collective bargaining procedures for public servants and employees of Crown agencies, effective June 2, 1972. The principal change is the establishment of binding arbitration as the final step in dispute settlement.

Notice to bargain must now be accompanied by proposals regarding terms and conditions of employment. A six-member negotiating committee, representing the government or the agency and the Civil Service Association of Alberta continues to make recommendations regarding the proposals. Unresolved issues are to be referred to a three-member arbitration board for a final decision.

Previously, matters in dispute were referred to a three-member mediation board for recommendations. If any recommendations were rejected, the Executive Council or the agency and the Association were to meet and seek an agreement. The Executive Council or the agency made the final decision regarding matters on which agreement could not be reached.

The Act outlines the factors which the arbitration board must take into account when determining an issue: the interests of the public; the conditions in similar occupations outside the public service, including relevant geographic, industrial or other variations; the need to maintain appropriate relationships between different classifications and occupations; and the need to establish fair and reasonable terms in relation to the qualifications required, work performed, responsibility assumed and the nature of the services rendered.

The Manitoba Labour Relations Act now applied to the Crown. As of January 1, 1973, civil servants come under the Act, except where special procedures are established under the Civil Service Act. The latter Act provides that unsettled disputes are to be referred to binding arbitration.

The special mediation procedures for employees of Crown agencies and municipal policemen were abolished, as were provisions enabling the Lieutenant-Governor in Council to make a declaration of essential services, thus stopping or preventing a strike of such employees.

With the abolition of the British Columbia Mediation Commission, unsettled civil service disputes are no longer to be referred to it for binding mediation. At present, no legislation governs collective bargaining in the civil service, but a commission appointed to inquire into the matter reported at the end of 1972.



TEACHERS

Collective bargaining procedures under the Nova Scotia Teaching Profession Act were changed May 13, 1972, by the addition of a conciliator stage before the conciliation commission stage. Where the Nova Scotia Teachers' Union and the school board cannot reach agreement, the Minister of Education may appoint a conciliator at the request of either party or upon his own initiative.

Every "professional" agreement must now contain a formula for final settlement (by arbitration or otherwise) of disputes concerning its meaning or violation. If such a provision is missing, the Minister may prescribe one on the application of either party.

A 1971 amendment to the Saskatchewan Teacher Salary Agreement Act that enabled the Minister of Education to refer unsettled disputes to compulsory arbitration has been deleted as of May 5, 1972. The responsibility for appointing the chairman of an arbitration board where the other two members fail to do so has been transferred from the Minister to the Chief Justice of Saskatchewan.

The Prince Edward Island Labour Act, Part I (Industrial Relations) excluded teachers from the definition of employee and thus from the collective bargaining procedures of the Act.

The exclusion was broadened to embrace teachers and other "instructional personnel" designated by the Minister and "non-instructional personnel" such as school bus drivers, janitors, administrative and service staff, and such other persons as are designated by the regional school board.

Regulations issued under the School Act in June 1972, set out the procedures for negotiation and settlement of a contract between instructional personnel and the regional school boards. As in the case of civil service negotiations the parties must exchange data and information six months before the termination of the agreement and meet within 4 months to discuss the matter at hand and resolve as many issues as possible through mutual consultation.

Within a period of three months and 14 calendar days previous to the expiry date of the agreement in force, either party may require the other to commence negotiations. When such notice has been given, the parties must commence negotiating within 14 days; however, the parties may negotiate at any time by mutual consent.

Either party may request the appointment of a conciliation officer by the Minister of Labour if negotiations have not commenced within the fore-mentioned 14 days or if negotiations have commenced and continued for 45 days without yielding a teacher agreement.

Such a request is to be accompanied by a statement of the difficulties encountered before the commencement or in the course of negotiations. The Minister must appoint a conciliation officer within seven days of receiving the request; he may also appoint a conciliation officer at any time he deems it advisable to do so.

If after the conciliation officer has been appointed, the parties fail to reach an agreement by the expiry date of the agreement in force, conciliation is to cease and the conciliation officer is to submit his report to the Minister of Labour.

A three-man board of arbitration shall then be appointed if either party requests such action in writing, or if the Minister of Labour is of the opinion that such action should be taken.

The board is to commence hearings within 10 days of its being appointed and must deal with the matters not resolved through consultation, negotiation or conciliation; however, after consultation with the parties, the board may consider previously resolved matters in order to arrive at its decision.

In making its award, the board is to take into consideration the relationship of income and other benefits for Prince Edward Island teachers to those available to teachers in the other Atlantic provinces; the trends and inter-relationships of pay and other factors within various professional groups in both the private and public sectors; the requirement to obtain and retain competent teachers; the relationship between pay, professional qualifications and responsibility; and such other factors as the board may deem relevant including conditions of work and fringe benefits.

The board is to make an award covering all matters in dispute between the parties and is to furnish copies to the parties and the Minister of Labour, who is in turn to submit a copy to the government authority.

Within 30 days of the board's making its award, the parties are to sign an agreement for at least one year embodying all matters settled in the award and all matters previously agreed upon in negotiation or conciliation.

Regulations also established certification and collective bargaining procedures for school bus drivers and other non-instructional personnel.

POLICE

In Ontario, an amendment to the Public Service Act enacted collective bargaining procedures for the Ontario Provincial Police force effective December 29, 1972. Recognition was given to the Ontario Provincial Police Negotiating Committee and the Ontario Provincial Police Arbitration Committee, previously established by regulation.

The procedure applies to cadets, probationary constables, constables, corporals, sergeants and staff-sergeants, including detective-sergeants, traffic sergeants and identification sergeants.

The O.P.P. is allowed to form an "association", which has exclusive bargaining rights. It must represent a majority of the members on the force, and cannot maintain an affiliation, either directly or indirectly, with a trade union or any other organization that is affiliated with a trade union.

Collective bargaining between the Crown and the O.P.P. is conducted through the Ontario Provincial Police Negotiation Committee, which consists of seven members—three from the staff side, three from the employer side, and an independent Chairman who is not allowed to vote. All members are appointed by the Lieutenant Governor in Council, those on the staff side on the recommendation of the Association.

The Act outlines in detail the matters that are bargainable; these are similar to those under the Crown Employees Collective Bargaining Act.

Decisions of the Negotiating Committee require the approval of both sides before they can become binding. On the staff side this approval is given by the Association's Board of Directors, and on the employer side by the Board of Management Control.

Any matter which cannot be agreed upon is to be referred to the Ontario Provincial Police Arbitration Committee for a final and binding decision. This Committee consists of a Chairman appointed for a two-year term and a member each recommended by the staff side and the employer side.

Collective agreements and arbitration awards are to be implemented by order of the Lieutenant-Governor in Council.

The Police Act, which governs collective bargaining by municipal policemen, was also amended as of December 1, 1972.

The principal amendment was the establishment of the Ontario Police Arbitration Commission. The Commission is to oversee a full-time arbitrator and develop a register of readily available and qualified part-time arbitrators. It is also to lend administrative and technical assistance to arbitrators, and sponsor research programs, publication and distribution of information relating to arbitration processes and awards.

The new Commission will consist of five members appointed by the Lieutenant-Governor in Council. Two members, other than the chairman, will be representative of police governing bodies and two others of members of police forces. They are to be appointed for two-year renewable terms.

The full-time arbitrator on the staff of the Commission is to be appointed on its recommendation by the Solicitor General. All arbitrations are to be conducted by a



single arbitrator, rather than a three-member board, as previously. As many arbitrations as possible are to be referred to the full-time arbitrator.

The amended Act permits notice to bargain to be given during the 90-day period before the end of the agreement. Bargaining must commence within 15 days of notice, rather than 60 days.

Previously, the Act provided that boards of police commissioners had to bargain. This was interpreted to mean that the entire board had to bargain. The amendment allows a board to designate one or more of its members as a bargaining committee. Municipal councils are provided with direct access to the arbitration process, in that, where there is a board of police commissioners, councils may make direct representations to the arbitrator.

A conciliation stage is added to the bargaining process. The conciliator is to be appointed by the Solicitor General upon the request of either party. He must report within 14 days unless the period is extended by agreement of the parties, or by the Solicitor General on the advice of the conciliator that an agreement may be made within a reasonable period.

NURSES

Under the Nurses' Act, the Association of Nurses of Prince Edward Island is the licensing body for the profession, and membership in the Association is mandatory in order to practice nursing in the province. The Association is also to be the bargaining agent for its members.

EMERGENCY LEGISLATION

The Parliament of Canada passed two pieces of emergency legislation during 1972 ordering the resumption of port operations on the St. Lawrence and the West Coast. Québec halted a strike in the public sector and later required Québec Hydro employees to provide essential services that had been discontinued during a work stoppage.

On July 6, Parliament enacted the St. Lawrence Ports Operations Act (Bill C-230), ordering striking longshoremen at Montreal, Trois-Rivières and Québec back to work. The walkout began May 16 as the result of a disagreement over the breaking up of the traditional 16-man work gangs. The union subsequently rejected a ruling of the arbitrator, Judge Gould, that management's interpretation of the relevant clause of the recent collective agreement was correct and the strike illegal.

Bill C-230 prohibited strikes and lockouts during the current agreement, i.e., until December 31, 1974. The implementation of the job security plans contained in the agreement was to be postponed until a date decided by an arbitrator; the arbitrator is authorized to make any necessary modifications in the plans.



The West Coast Ports Operations Act (Bill C-231), passed at an emergency session of Parliament, ended a strike by longshoremen that began on August 23 in Vancouver and spread to five other ports.

Negotiations were to be resumed and the expired collective agreement was extended until a new agreement was signed or until December 31, 1972, whichever was earlier. Provision was made for mediation services.

Bill C-231 also precluded the possibility of a strike by grain handlers, who were negotiating at that time; a strike could be prevented upon proclamation of the relevant part of the Act.

In Québec, an Act to ensure resumption of services in the public sector (Bill 19) was passed April 21 to end an 11-day strike by civil servants, teachers, hospital workers and employees engaged in social services. (Under a 1971 law, an Act respecting collective negotiations in the education and hospital sectors, teachers and hospital workers had been bargaining for province-wide agreements, with the government as a party to the negotiations.)

The Act set a deadline of June 1 for a negotiated settlement to be reached. If this were not achieved, the government would, by June 30, impose a contract effective until June 30, 1974. Strikes and lock-outs were prohibited during the interim period.

On June 30, Bill 53 extended the deadlines. A party that considers that an agreement cannot be reached before September 15 is required to give notice to the Minister of Labour and Manpower and the other party. If the government then considers that a negotiated settlement cannot be reached, the matter must be determined by decree between August 3 and September 15. The decree, which cannot be for a period beyond July 1, 1975, must include all matters already agreed upon and the employers' final offers submitted before June 27.

A method for settling any conditions of employment not dealt with by the decree must be included; however, the parties may, with the approval of the Minister, agree to continue negotiations until a date later than September 15.

The strike ban is correspondingly extended, and the Minister is charged with ensuring that negotiations are carried out diligently and in good faith.

Effective November 15, an Act respecting the essential services of Hydro Québec (Bill 73) ordered the resumption of essential services until the dispute between Québec Hydro and its employees was settled. Pending an agreement by the parties or a decision by the Labour Court, "essential service" was defined to mean: all work and services necessary to ensure the full operation in the usual and normal way of all electrical and gas services to the population of Québec, and the operation of equipment for production, transformation, transmission and distribution, and any other necessary work, including the warehousing, pay and safety services, and the clerical work attached.

The foregoing article is the sixth in a series of seven reports describing developments in Canadian labour legislation during the year. The remaining report will deal with general industrial relations legislation. When the series is complete, the reports will be collated and reprinted under the title: *Developments in Labour Legislation, 1972*.

BOOK REVIEWS

The Limits to Growth: A Report for the Club of Rome's Project on the Predicament of Mankind; by Donella H. Meadows, Dennis L. Meadows, Jorgen Randers and William W. Behrens III; Potomac Associates, Washington, D.C.; 205 pages.

This bold and impressive document is a timely response to a critical question: What will happen if present rates of economic and population growth continue unchanged? "The limits of growth will be reached within the next 100 years," say the authors. Their prediction is based on the findings of a recent study conducted by an international team of researchers at the Massachusetts Institute of Technology.

The essential significance of the project lies in its global concept. The team used a world computer model to investigate five major global trends—accelerating industrialization, rapid population growth, widespread malnutrition, depletion of non-renewable resources, and a deteriorating environment. The book summarizes

the main features of the model and findings in a brief, non-technical way. It is not intended as an esoteric exercise in futurology but as a straightforward scientific analysis of current trends, of their influence on each other, and of their possible outcomes.

The authors recognize the benefits of technology, but argue against an unreasoned acceptance of them. "We have found that technological optimism is the most common and most dangerous reaction to our findings from the world model ... Faith in technology as the ultimate solution to all problems can divert our attention from the most fundamental problem—the problem of exponential growth in a finite system—and prevent us from taking effective action to solve it." They believe that concerted action must be taken now if we are to head off a "rather sudden and uncontrollable decline in population and industrial capacity" by the year 2100.

The authors propose a state of global equilibrium where population and production are essentially stable, with the forces tending to increase or decrease them in a carefully controlled balance, but where any human activity that is relatively non-consuming and non-polluting might continue to grow indefinitely.

Whatever its shortcomings, the significance of this doomsday forecast can hardly be overestimated. It will undoubtedly lead a growing number of people throughout the world to ask themselves in earnest whether the momentum of present growth may not overshoot the carrying capacities of this planet and bring an untimely and catastrophic end to our civilization.

G. S.

Work in America; Report of a Special Task Force to the Secretary of Health, Education, and Welfare (U.S.); MIT Press, Cambridge, Massachusetts; 262 pages. "Work in America" is the product of a one-year study conducted by the W. S. Upjohn Institute for Employment Research into the health, education, and welfare problems of America from a work perspective. In an informal writing style, **the book provides an interesting overview of work, its importance, and the problems that it can create; then moves on to suggest ways of making work fulfill economic, social, and personal needs.**

The first chapters pinpoint sources of worker dissatisfaction, whether in the workplace, home, or community, and correlate work with the health of working people. The final four chapters deal with structuring jobs and manpower policies to correct present situations of unemployment and worker dissatisfaction.

On the importance of the subject, the report comments: "In locating our analysis in the institution of work, we believe we have found a point where considerable leverage could be exerted to improve the quality of life." **One assertion it makes is that work is more than just the means of earning a living,** and a quote from Elliot Jacques' book "Equitable Payment" claims: "... working for a living is one of the basic activities in a man's life. By forcing him to come to grips with his environment, with his livelihood at stake, it confronts him with the actuality of his personal capacity—to exercise judgment, to achieve concrete and specific results. It gives him a continuous account of his correspondence between outside reality and

the inner perception of that reality, as well as an account of the accuracy of his appraisal of himself ... In short, a man's work does not satisfy his material needs alone. In a very deep sense, it gives him a measure of his sanity."

The first part of the book is the most interesting, where the importance of work to self-esteem and to the community as a whole is pointed out. The section on sources of work dissatisfaction—also very readable—points out the drudgery of assembly-line jobs, the lack of opportunity to be one's own boss, and the extreme emphasis that has been put on the time-and-motion studies of Frederick Winslow Taylor.

Several instances are cited where work has been made more attractive, more meaningful, or more profitable. A General Foods plant was noted for its use of autonomous work groups, challenging job assignments, integrated support functions, and other features that made the plant a working community. Other examples dealt with cases where jobs were diversified to make them more interesting, or where a system of profit-sharing or other incentive was introduced. All were noted as attempts to give the worker more involvement with his job, and make it more enjoyable.

The last few chapters of the book dwell on indigent workers and the unemployed, emphasizing that the effects of poverty and idleness are not only economic, but have a harmful social effect because of the personal importance of his work to a worker. **The report calls on government to eliminate unemployment by committing itself to full-employment policies. It also proposes changes to the present work structure to make work more interesting and fulfilling to the worker, and urges re-education programs to get workers out of jobs with which they are dissatisfied or bored.** "The essential first step toward these goals," the report concludes, "is the commitment on the part of policy makers in business, labour, and government to the improvement of the quality of working life in America."

J. M.

PRICE INDEXES

CONSUMER, JUNE 1973

The consumer price index (1961=100) rose 0.9 per cent to 149.7 in June from 148.4 in May, a greater than usual rise between these two months; most major components registered increases. Food prices, which advanced 2.0 per cent, were a major contributor to the increase. The level of prices for all-items other than food rose 0.5 per cent. The housing index increased 0.5 per cent and that for transportation 0.9 per cent. The clothing component rose 0.4 per cent; the indexes for tobacco and alcohol, and recreation, education and reading both edged up 0.1 per cent. The index for health and personal care remained unchanged. Between June 1972 and June 1973, the all-items index advanced 8.1 per cent.

The food index rose 2.0 per cent to 160.5 in June from 157.4 in May. This latest advance is in sharp contrast to the increases of 0.1 per cent and 0.2 per cent that occurred between May and June of 1972 and 1971, respectively, but compares with an advance of 2.2 per cent between these two months in 1969. In the latest month, prices for food eaten away from home rose, on average, 0.6 per cent; those for the home consumption component climbed 2.2 per cent. Although all main elements of home-consumed foods registered increases, the major contributors were fresh produce, beef and poultry. Fresh produce, which normally increases in price at this time of year, was markedly higher in June than a month earlier. Prices of fresh vegetables rose, on average, 8.7 per cent as higher quotations for—among other items—potatoes, lettuce and tomatoes offset decreases for other vegetables. Fresh fruit prices advanced 5.1 per cent with most items surveyed recording increases.

Over the past twelve months, the indexes for fresh vegetables and fresh fruit have climbed more than 51 per cent and over 23 per cent, respectively. The meat, poultry and fish index, which recorded a decline in early May, advanced 2.7 per cent in the latest month, beef and poultry prices increasing 5.1 per cent and 2.3 per cent, respectively. Pork prices rose 0.5 per cent. Since June 1972, the retail price of beef rose on average, 21 per cent, pork prices were almost 22 per cent higher and poultry prices advanced more than 26 per cent. Between May and June, egg prices rose 2.0 per cent to stand over 61 per cent above their level of a year earlier. A rise of 1.0 per cent in the cereal and bakery products index in the latest month was mainly the result of higher bread and breakfast cereal prices.

Prices of dairy products rose, on average, 0.3 per cent largely because of increases for ice cream, evaporated and powdered skim milk. The index for fats and oils, including margarine, shortening, cooking oil and salad dressing, advanced 1.4 per cent. Convenience food prices generally rose between May and June, a number of frozen and prepared items recording increases. Beverage prices, including coffee, tea and soft drinks, also advanced and, increases were registered for sugar, jelly powder and catsup, among other food items. In the twelve months since June 1972, the food index advanced 16.7 per cent with the price of food consumed at home rising 17.7 per cent and that for food away from home 11.1 per cent.



The housing index advanced 0.5 per cent to 152.1 in June from 151.3 in May because of increases of 0.4 per cent and 0.6 per cent in the shelter and in the household operation components, respectively. Within shelter, the home-ownership element moved up 0.4 per cent as a result of increases in the indexes for mortgage interest, new houses and home-owner repairs; rents rose 0.3 per cent. Among household operation items, higher fuel oil prices were reported in cities in Ontario, Manitoba, Saskatchewan and British Columbia. The furniture index advanced 1.3 per cent. Appliance prices rose, on average, 0.7 per cent. In the twelve month period ending June 1973, the housing index rose 6.7 per cent.

The clothing index rose 0.4 per cent to 138.1 in June from 137.5 in May, mainly because of increased clothing service charges and higher prices for men's and children's wear. Charges for clothing services advanced 2.5 per cent due to higher prices for laundry, dry cleaning and shoe repairs. A 0.4 per cent rise in the men's wear index reflected higher quotations for many items, including suits, shirts, underwear and hosiery. Children's clothing also advanced 0.4 per cent but the index for women's wear remained unchanged. Footwear prices rose, on average, 0.3 per cent and the piece goods index moved up 0.2 per cent. Between June 1972 and June 1973, the clothing index rose 5.2 per cent.

The transportation index rose 0.9 per cent to 136.1 in June from 134.9 in May as price increases were recorded in both the private and the public transportation components. Within the former an advance of 1.4 per cent in the automobile operation and maintenance index was largely attributable to widespread increases in gasoline and motor oil prices. New car quotations rose 0.3 per cent mainly because of higher prices for vehicles imported from outside North America. The advance of the public transportation component was caused by a rise in the train fares index and by some increases in intercity bus fares. Between June 1972 and June 1973, the transportation index rose 1.9 per cent.

In June, the health and personal care index was unchanged from its May level of 156.3 In the twelve-month period ending June 1973, the health and personal care index rose 5.0 per cent.

The recreation, education and reading index rose 0.1 per cent to 144.0 in June from 143.8 in May as a decline in the recreation component was outweighed by increases in the education and reading elements. In the latest twelve months, the recreation, education and reading index increased 3.4 per cent.

The tobacco and alcohol index edged up 0.1 per cent to 136.4 in June from 136.2 in May as the result of some price increases for liquor and wine for home consumption. In the latest twelve months, the tobacco and alcohol index rose 2.7 per cent.

CONSUMER, MAY 1973

The consumer price index (1961=100) rose 0.7 per cent to 148.4 in May from 147.3 in April and was 7.3 per cent above its level of a year ago. All major component indexes registered increases. About one third of this advance was due to the higher Ontario sales tax. The indexes for food and for all items other than food rose 0.8 per cent and among the non-food indexes those for housing and for clothing each rose 0.8 per cent. Transportation increased 0.7 per cent; health and personal care 1.4 per cent, recreation, education and reading 0.6 per cent, and tobacco and alcohol 0.3 per cent.

The food index rose 0.8 per cent to 157.4 from 156.2. Prices for food eaten away from home increased about 1.2 per cent and those for home consumption advanced 0.7 per cent. Fruit and vegetable prices rose 6.3 per cent—fresh produce was markedly higher compared with the previous month. There was an increase of 50 per cent in the price of onions, fresh vegetables rose 10.7 per cent and fresh fruit 6.7 per cent. The index for meat, fish and poultry declined 1.9 per cent, pork 5.5 per cent, and beef 1.3 per cent. The poultry index advanced slightly. Egg prices rose less than 1 per cent but they were 41 per cent higher than a year ago. An advance of 1.7 per cent between April and May for dairy products was mainly due to higher fresh milk prices in the Atlantic provinces and in Saskatchewan. Increases were registered also for evaporated and powdered skim milk, butter and ice cream. Cereal and bakery products declined 0.4 per cent as a result of reduced bread prices in a few cities.

Convenience food prices were generally higher with most frozen and prepared items registering increases. Beverage prices, including coffee, tea and soft drinks, advanced, and sugar prices rose 3.2 per cent. The food index was 14.6 per cent higher than a year earlier. The price of food consumed at home increased 15.1 per cent and for food consumed away from home, 11.3 per cent.

The housing index advanced 0.8 per cent to 151.3 from 150.1 because of increases of 0.7 per cent and 1.1 per cent in the shelter and household operation components. Within shelter, the home-ownership element increased 1.0 per cent mainly because of increases in the indexes for new houses, home-owner repairs and mortgage interest. Rents advanced 0.1 per cent. Among household operation items, fuel oil prices rose in the Atlantic Provinces, Québec and Northern Ontario, and electricity rates increased in some Québec and Ontario cities. There were widespread advances in furniture prices, especially for living room and bedroom furniture, and for mattresses, moving this index up 2.0 per cent; appliances increased 0.7 per cent due to price increases for all items surveyed. The price of dishes, cookware, draperies and floor coverings also increased. Household supply items advanced about 1.9 per cent as a result of increased prices for garden supplies, toilet paper and cleaning articles. The household services index rose 0.4 per cent mainly because of the impact of the higher Ontario sales tax on telephone charges. The housing index was 6.4 per cent above its level of a year ago.

The clothing index rose 0.8 per cent to 137.5 from 136.4 and was 4.6 per cent higher than a year ago. In May 1973 all major groups registered increases. Prices of men's wear rose about 1.3 per cent, women's wear 0.7 per cent and children's wear 0.5 per cent. Price increases for men's, women's and children's shoes were responsible for an increase of 1.0 per cent in the footwear component. Piece goods were almost 1.0 per cent higher.

The transportation index advanced 0.7 per cent to 134.9 from 133.9 mainly because of a 0.9 per cent increase in the private transportation component. New car prices rose about 1.2 per cent because of higher quotations for vehicles imported from outside North America following currency revaluations. Gasoline, motor oil and tire prices rose in several cities. The public transportation component increased 0.4 per cent due to an increase in the air and rail fare indexes. The transportation index was 1.3 per cent above its level of a year ago.

The health and personal care index advanced 1.4 per cent to 156.3 from 154.1 as a result of an increase of 2.2 per cent in personal care prices. These services rose 3.4 per cent because of widespread increases in men's haircut and women's hairdressing charges. Quotations for toiletry items, on average, rose 0.1 per cent. Increases in the price of pharmaceutical products, especially non-prescribed medicines, were responsible for an increase of 0.2 per cent in the health care index. The health and personal care index rose 4.9 per cent between May 1972 and May 1973.

The recreation, education and reading index increased 0.6 per cent to 143.8 from 143.0 mainly because of higher recreation prices. Camera film and bicycle prices declined, but other items of equipment for recreation and for home entertainment advanced. Higher movie admission prices were reported also in several cities. The recreation, education and reading index advanced 3.3 per cent since May 1972.

Consumer price movements, reclassified by goods and services give another view of the incidence of the change in prices. Between April and May, the total goods index advanced 0.9 per cent. Durable goods were 1.0 per cent higher mainly because of increased prices for new cars, furniture, appliances and floor coverings. Semi-durable goods rose 1.0 per cent, chiefly because of increased clothing prices, but higher prices for dishes, cookware and automobile tires also contributed to the increase. A 0.7 per cent advance in the non-durable goods component was attributable to higher prices for food, alcoholic beverages, fuel oil, gasoline and a number of toiletries and household supplies. The services index rose 0.6 per cent, reflecting increased charges for shelter services, telephone, electricity, movie admissions, men's haircuts and women's hairdressing. Between May 1972 and May 1973, the total goods index advanced 7.8 per cent, and that for services 6.1 per cent.

NOTE. Beginning with the May 1973 index, Canadian consumer price indexes include the latest in a series of periodic updatings that characterize their development since the early 1900s. A feature of the latest revision is the inclusion of updated weights to reflect 1967 family expenditure patterns (and within the food component, 1969 spending habits), replacing the 1957 weights used previously. The average rate of change of con-

sumer prices as measured by the all-items index over the past six years is not significantly affected by introduction of this revision, and the time reference base, 1961=100, remains unchanged. To maintain a continuous, long-term series, the revised index is linked to the previously published index for April 1973. The published index up to and including April 1973 remains the official measure of consumer prices to that month, and subsequent price movements are measured by the revised index.

CITY CONSUMER, MAY 1973

Between April and May consumer price indexes rose in all regional cities and city-combinations with increases ranging from 0.4 per cent in Montreal to 1.1 per cent in Ottawa. Food indexes advanced in all cities except Saint John, N.B., reflecting higher prices for dairy products, particularly fresh milk, butter, ice cream, fresh produce items and frozen and convenience foods; restaurant meal prices were also higher. Beef, poultry and egg prices registered mixed movements, and prices for pork cuts, bread and breakfast cereals were generally lower.

Housing components rose in all cities and city combinations because of increased home-ownership costs and higher prices for fuel oil, furniture and household supplies such as detergents, toilet paper and garden supplies. Clothing indexes advanced in all cities because of higher prices for footwear and several men's and women's wear items. Transportation components increased in all cities and city combinations except Saskatoon-Regina where they were unchanged. Increases in plane and train fares and higher prices for new cars, imported from outside North America, gasoline, tires, motor oil and batteries, were responsible for the advance in the transportation index.

Health and personal care indexes rose in all cities reflecting increased charges for men's haircuts and women's hairdressing and higher prices for non-prescribed medicines and toiletry supplies. Increases in tobacco and alcohol components in all cities except Winnipeg, were mainly because of higher prices for beer and liquor services on licensed premises. Recreation, education and reading indexes registered mixed movements across the country.

Regional consumer price index point changes between April and May were, on the base 1961=100: Ottawa 1.5 to 144.0; St. John's 1.3 to 138.5; Saskatoon-Regina 1.3 to 134.9; Toronto 1.2 to 142.5; Edmonton-Calgary 1.1 to 140.3; Winnipeg 1.0 to 140.3; Halifax .9 to 138.3; Vancouver .9 to 139.5; Saint John .7 to 138.8; Montreal .5 to 137.7. On the base 1969=100: Thunder Bay 1.1 to 113.3; Québec City .9 to 112.9.

NOTE. Beginning with the May 1973 index, regional city consumer price indexes incorporate the latest in a series of periodic updatings that characterize their development since the late 1930s. A feature of the latest revision is the inclusion of updated weights to reflect 1967 family expenditure patterns (and within the food component, 1969 spending habits), replacing the 1957 weights used previously (1964 for Québec City and Thunder Bay). Another innovation is the introduction of home-ownership costs (property taxes, mortgage interest, owner repairs, new houses and dwelling insurance) into the housing indexes.

The tenancy component has been revised to include both rents and tenant repairs. The time reference base, 1961=100, remains unchanged. To maintain a continuous, long-term series, the revised indexes are linked to the previously published indexes for April 1973, so that the published indexes up to and including April 1973 remain the official measure of consumer prices to that month, and subsequent price movements are measured by the revised index. A consumer price index for a particular regional city measures the movements in prices, faced by consumers, within the specified city. Thus, consumer price indexes for regional cities cannot be used to compare levels of prices between cities.

WHOLESALE, APRIL

The general wholesale index (1935-39=100) advanced 0.8 per cent in April to 353.6 from the revised March index of 350.9. It was 16.5 per cent higher than the April 1972 index of 303.4. Six of the eight major group indexes were higher and two declined.

The vegetable products group index rose 1.8 per cent to 299.9 from 294.7 on higher prices for dried fruits, vegetable oils and products, sugar and its products, and tea, coffee and cocoa. An advance of 1.5 per cent to 305.7 from 301.2 in the non-ferrous metal products

group index reflected price increases for 510.5 from 503.3 on higher prices for woodpulp, spruce, hardwoods, fir, cedar and hemlock. Smaller advances were recorded in iron products, to 346.2 from 344.1, chemical products, to 254.5 from 253.2, and non-metallic mineral products, to 244.1 from 243.7.

The animal products group index declined 0.5 per cent to 427.4 from 429.4 on price decreases for pork and pork products. The textile products group index dipped to 309.1 from 309.6 because of substantial declines in raw wool prices and slight declines in cotton.

U.S. CONSUMER, MAY

The consumer price index (1967=100) rose .6 per cent to 131.5 before and after adjustment for normal seasonal changes in some prices, and was 5.5 per cent above its level of a year ago. Food prices rose 1 per cent, and the most important single increase among the many items in the index was that for meat—24.7 per cent over the level of May 1972. Other important contributors to higher prices in May included clothing, used cars, gasoline and household services. Except in the case of meat, May figures did not reflect the new price freeze and the index for June will only partly reflect it.

U.S. CONSUMER, APRIL

The U.S. consumer price index (1967=100) rose 0.7 per cent to 130.7 in April, or 0.6 per cent after adjustment for normal seasonal increases in some prices. It was 5.1 per cent above the level of a year earlier. The index for food prices rose 1.5 per cent, or 1.4 per cent after seasonal adjustment. This increase included an advance in meat prices that occurred before ceilings were imposed on those prices late in March.

The advance in food prices since April 1972 was 11.5 per cent. Food purchased in stores—excluding restaurant meals—rose 13.3 per cent and the index for meats, poultry and fish rose 23.4 per cent. The increases in the food sector were widespread, apart from declines for chickens, pork chops and pork roasts, there were particularly large increases in the prices of onions, lettuce, green peppers, bananas and strawberries. There was an unusually large increase also, 0.7 per cent, in the index for all other goods. Some of this increase, as in spring lines of apparel, was seasonal. The seasonally adjusted increase for non-food commodities was 0.4 per cent. The index showed advances for many products, with the largest increase coming from apparel, used cars, gasoline and goods used in home maintenance and repair. The price of services continued to rise moderately. An increase of 0.3 per cent in average rents brought this index to 3.9 per cent higher than a year ago.

GENERAL TOPICS

EMPLOYMENT REVIEW, MAY

In May there were 9,335,000 persons in the labour force of which 8,842,000 were employed and 493,000 were unemployed, Statistics Canada reported.

EMPLOYMENT

The seasonally adjusted level of employment continued to increase in May. It was 8,771,000. Employment for married men age 25-54 showed little change and the employment level for married women in the same age group advanced to 1,285,000. The level for persons age 14-24 increased to 2,275,000 from 2,261,000.

On a seasonally adjusted basis, the employment level increased in British Columbia and Quebec, but declined in Ontario, the Prairie and the Atlantic Regions.

UNEMPLOYMENT

The seasonally adjusted unemployment level decreased by 15,000 to 485,000 in May. The level of unemployment for married men age 25-54 decreased slightly to 102,000. The unemployment

level for persons age 14-24 continued to decrease, declining to 225,000. By duration, the short term seasonally adjusted unemployment level (unemployed less than four months) decreased between April and May; the long term level increased slightly.

UNEMPLOYMENT RATE

The seasonally adjusted unemployment rate decreased to 5.2 in May from 5.4 in April. Between April and May, the rates decreased in British Columbia -0.6, Quebec -0.3 and Ontario -0.2 and increased in the Atlantic +1.9 and the Prairie Regions +0.2 following a series of decreases.

By age groups, the seasonally adjusted unemployment rate continued to decrease for persons age 14-24, declining by 0.8 between April and May. The rate for persons 55 years of age and over decreased by 0.3; the rate for persons 25-54 showed little change.

PARTICIPATION RATE

The seasonally adjusted participation rate for Canada remained at 57.7 in May. Regionally, it increased by 0.8 in Quebec and decreased by 0.8 in the Prairie Region. There were small changes in the other regions.

STUDENTS

The unemployment rate for students age 14-24 was 7.7 in May 1973, compared with a rate of 10.7 in May 1972 and 11.0 in May 1971. Unemployment rates for students age 14-19 and 20-24 in May were 6.4 and 12.2. "Students" are defined as persons aged 14-24 who attended school full-time in March and plan to return to school in the autumn.

U.S. EMPLOYMENT, MAY

The seasonally adjusted unemployment rate was 5 per cent, unchanged from April; the actual rate of unemployment was 4.3 per cent compared with 4.8 per cent in April. The number of unemployed persons was 4,400,000, almost unchanged from the last two months. The civilian labour force was 87,557,000.

AUGUST CREDITS

Photos. NFB: Cover, p. 503, 517, 519, 521, 523, 524, 528, 532, 540, 543, 546, 548, 549. Tom Munk Montreal; p. 503. Photo Features Ottawa: p. 505. Australian Photograph: p. 509. The Public Archives of Canada: p. 513. Crown Studio Toronto: p. 515. Oak Ridge National Laboratory, Tennessee: p. 516. Imperial Oil Ltd.: p. 516. Bata Ltd.: p. 518. Fabian Bachrach Photographers: p. 518. Marcel R. Photographers, Toronto: p. 525. Cominco, B.C.: p. 526, 530. John Klavins, Calgary: p. 533, 534, 535.

CONCILIATION

During May the Minister of Labour appointed conciliation officers to deal with the following disputes:

CP Air, Vancouver International Airport, B.C., and International Association of Machinists and Aerospace Workers, Lodge 764 (representing maintenance employees) (Conciliation Officer: D. H. Cameron).

D.C.B. Industries Limited, Montréal, Qué., and Transport Drivers, Warehousemen and Helpers' Union, Local 106 (Conciliation Officer: S. T. Payne).

Cominco Limited (Pine Point Operations), Pine Point, N.W.T., and United Steelworkers of America (Conciliation Officers: D. H. Cameron and R. F. Langford).

British Yukon Navigation Company Limited, Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers, Local 400 (Conciliation Officer: G. W. Rogers).

CHEK T.V. Limited, Victoria, B.C., and National Association of Broadcast Employees and Technicians (representing a unit of clerical, technical and production employees) (Conciliation Officer: R. F. Langford).

The Pembroke Electric Light Company Limited, Pembroke, Ont., and International Brotherhood of Electrical Workers, Local 1905 (Conciliation Officer: H. A. Fisher).

Canadian National Steamship Company Limited, Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (representing employees aboard the S.S. "Prince George") (Conciliation Officer: A. A. Franklin).

Atomic Energy of Canada Limited (Whiteshell Nuclear Research Establishment), Pinawa, Man., and United Steelworkers of America, Local 7806 (representing specified hourly rate employees) (Conciliation Officer: A. E. Koppel).

Northern Wings Limited, Sept-Îles, Qué., and International Association of Machinists and Aerospace Workers (representing a unit of employees classified as steward and crewman) (Conciliation Officer: M. Archambault).

Northern Wings Limited, Sept-Îles, Qué., and International Association of Machinists and Aerospace Workers (representing a unit of pilots) (Conciliation Officer: M. Archambault).

Pacific Western Trucking Division, Edmonton, Alta., and General Teamsters, Local Union No. 362 (Conciliation Officer: A. A. Franklin).

Borisko Brothers (Québec) Limited, Dorval, Qué., and Cartage & Miscellaneous Employees Union, Local 931 (Conciliation Officer: S. T. Payne).

Cornwallis Shipping Limited, Montréal, Qué., and Seafarers' International Union of Canada (Conciliation Officer: J. J. de Gaspé Loranger).

Robin Hood Multifoods Limited, Saskatoon, Sask., and Canadian Food and Allied Workers, Local P342 (Conciliation Officer: A. E. Koppel).

Denison Mines Limited, Elliot Lake, Ont., and United Steelworkers of America (representing a unit of office and technical employees) (Conciliation Officer: T. B. McRae).

Settlements by conciliation officers. The Pembroke Electric Light Company Limited, Pembroke, Ont., and International Brotherhood of Electrical Workers, Local 1905 (Conciliation Officer: H. A. Fisher) (see above).

Colossal Carriers Limited, Montréal, Qué., and Transport Drivers, Warehousemen and Helpers' Union, Local 106 (Conciliation Officer: J. J. de Gaspé Loranger) (LG, July, p. 492).

Les Reichelt Trucking Limited, Burnaby, B.C., and General Truck Drivers and Helpers', Local 31 (Conciliation Officer: G. W. Rogers) (LG, July, p. 492).

H. G. Snyder Trucking Inc., Ville St-Laurent, Qué., and Transport Drivers, Warehousemen and Helpers' Union, Local 106 (Conciliation Officer: J. J. de Gaspé Loranger) (LG, July, p. 492).

Télé-Capitale Ltée, Ste-Foy, Qué., (CFCM-TV and CKMI-TV) (formerly known as La Télévision de Québec) and National Association of Broadcast Employees and Technicians (Conciliation Officer: S. T. Payne) (LG, July, p. 492).

Western Terminals Limited, Corner Brook, Nfld., and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, Lodge 267 (Conciliation Officer: W. J. Gillies) (LG, July, p. 492).

Consolidated Aviation Fueling and Services Limited, Toronto International Airport and International Association of Machinists and Aerospace Workers (representing a unit of skycap personnel) (Conciliation Officer: K. Hulse) (LG, July, p. 492).

National Harbours Board, Halifax, N.S., and Public Service Alliance of Canada (representing National Harbours Board Police Association Group) (Conciliation Officer: C. A. Ogden) (LG, June, p. 405).

Pacific Pilotage Authority, Vancouver, B.C., and Pacific Pilotage Employees' Union, Local 1678, CLC (Conciliation Officer: D. H. Cameron) (LG, June, p. 405).

National Harbours Board, Halifax, N.S., and International Longshoremen's Association, Local 1843 (Conciliation Officer: R. L. Kervin) (LG, June, p. 405).

National Harbours Board, Québec, Qué., and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: M. Archambault) (LG, May, p. 334).

Canadian Pacific Railway Company (S.S. "Princess of Acadia"—Bay of Fundy Service), Saint John, N.B., and Seafarers' International Union of Canada (Conciliation Officer: R. L. Kervin) (LG, May, p. 334).

Northern Industrial Carriers Ltd., Edmonton, Alta., and General Teamsters, Local 362 and General Truck Drivers' and Helpers' Union No. 31 (Conciliation Officer: A. A. Franklin) (LG, June, p. 406).

Dispute in which no further conciliatory action taken. CKAC Limited, Montréal, Qué., and United Workers of Radio and Television, Local 291 (CLC) (Conciliation Officer: G. R. Doucet) (LG, Dec. 1972, p. 641).

Conciliation commissioners appointed. Air Canada and International Association of Machinists and Aerospace Workers, District Lodge 148 (representing employees of the maintenance, customer service and purchasing and facilities branches of Air Canada) (Conciliation Commissioner: Roy A. Gallagher) (LG, July, p. 492).

Eastern Provincial Airways (1963) Limited, Gander, Nfld., and Maritime Airline Pilots' Association (representing a unit of employees of the Traffic Division) (Conciliation Commissioner: James Conway) (LG, June, p. 405).

Conciliation Commissioner report received. Air Canada and International Association of Machinists and Aerospace Workers, District Lodge 148 (representing employees of the maintenance, customer service and purchasing and facilities branches of Air Canada (see above). (Full text appears in Supplement No. 1, 1973).

Settlement by conciliation commissioner. Eastern Provincial Airways (1963) Limited, Gander, Nfld., and Maritime Airline Pilots' Association (representing a unit of employees of the Traffic Division (see above).

Conciliation boards appointed. Royal Canadian Mint, Ottawa, Ont., and Public Service Alliance of Canada (LG, June, p. 405).

Aqua Transportation Limited, Vancouver, B.C., and Canadian Merchant Service Guild (LG, June, p. 405).

Aqua Transportation Limited, Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (Seaman Section) Local 400 (LG, May, p. 334).

Alaska Trainship Corporation, New Westminster, B.C., and Canadian Merchant Service Guild (LG, May, p. 334).

Conciliation boards fully constituted. The Board of Conciliation and Investigation established to deal with a dispute between Atomic Energy of Canada Limited and Atomic Energy Allied Council (comprising ten various unions representing employees at the Chalk River Nuclear Laboratories and also the International Association of Machinists and Aerospace Workers, Lodge 608, which represents specified hourly rate employees of the Whiteshell Nuclear Research Establishment at Pinawa, Man.) (LG, July, p. 493) was fully constituted with the appointment of Thomas C. O'Connor of Toronto, as chairman. Mr. C. O'Connor was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee J. W. Healy, Q.C., Toronto, and union nominee, Adrian Villeneuve, Montreal.

The Board of Conciliation and Investigation established to deal with a dispute between Rio Algom Mines Limited (Nordic Section and Quirke Section), Elliot Lake, Ont., and United Steelworkers of America (LG, June, p. 406) was fully constituted with the appointment of Judge J. C. Anderson of Belleville, as chairman. Judge Anderson was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee F. G. Hamilton, Toronto, and union nominee A. S. Tirrell, Thornhill, Ont.

The Board of Conciliation and Investigation established to deal with a dispute between major railways involving Canadian National Railways and CP Rail and other short line companies and Associated Non-Operating Railway Unions (LG, June, p. 406) was fully constituted with the appointment of the Honourable Mr. Justice F. Craig Munroe, Vancouver, as chairman. The Honourable Mr. Justice Munroe was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, companies' nominee S. E. Dinsdale, Q.C., Toronto, and unions' nominee John C. Weldon, Montreal.

Conciliation board reports received. Air Canada and Canadian Air Line Employees' Association (representing employees of the Air Canada Finance Branch—Winnipeg) (LG, July, p. 493). (Full text appeared in Supplement No. 1, 1973).

Manitoba Pool Elevators; National Grain (1968) Limited; Parrish and Heimbecker Limited; Richardson Terminals Limited; Saskatchewan Wheat Pool; United Grain Growers Limited and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, Lodge 650 (LG, June, p. 406). (Full text appears in Supplement No. 1, 1973).

Northern Electric Company Limited (Installation Western Region) and Communications Workers of Canada (LG, June, p. 406). (Full text appears in Supplement No. 1, 1973).

British Columbia Telephone Company, Vancouver, B.C., and Federation of Telephone Workers of British Columbia (representing employees of Traffic, Plant and Clerical Divisions) (LG, May, p. 335). (Full text appears in Supplement No. 1, 1973).

Strikes following board procedure. Air Canada and Canadian Air Line Employees' Association (representing employees of the Air Canada Finance Branch—Winnipeg) (strike commenced May 24, 1973) (see above).

Northern Electric Company Limited (Installation Western Region) and Communication Workers of Canada (strike commenced May 19, 1973) (see above).

Canadian National Hotels Limited (Nova Scotian Hotel), Halifax, N.S., and Hotel and Restaurant Employees and Bartenders International Union, Local 662 (strike commenced May 4, 1973) (LG, June, p. 407).

Mediator appointed under Sec 195. Air Canada and International Association of Machinists and Aerospace Workers, District Lodge 148 (representing employees of the maintenance, customer service and purchasing and facilities branches of Air Canada) (Mediator: Roy A. Gallagher) (see above).

DECISIONS OF THE UMPIRE

CUB 3195. This is an appeal, pursuant to Sec. 95 of the Unemployment Insurance Act, 1971, on behalf of an association of workers of which the claimant is a member, from a decision of a board of referees. Since no hearing was requested the appeal was decided upon the record.

The subject matter of the present case falls exactly within subsection 17 of Sec. 173 of the Unemployment Insurance Regulations, the special subsection dealing with the subject; and the case had to be governed by the words of subsection 17 exclusively, the umpire ruled. The subsection provides that: "Retroactive increases in salary or wages shall be allocated to the week in which they are paid."

It is clear, the Umpire stated, that the words "the week in which they are paid" refers to the time in which the action of making payment was done and those words cannot conceivably refer to the period of time on which the retroactive pay was based, as was contended on behalf of the claimant.

The claimant worked for the parks department of a city during 1971 and was laid off on September 15, 1971. From September 16 until October 8, 1971, he worked as a carpenter at \$72 a week. Later he became separated from his employment because of a shortage of work.

He filed an application for benefit under the Act on October 14, 1971, to be effective October 10, 1971. In that application he referred to his last employment as being that of a carpenter at a weekly wage of \$72. Meanwhile, the claimant's union was negotiating a more beneficial contract. A settlement was arrived at and as a result the claimant received a 7 per cent increase in the wages he had earned while working for the City, retroactive to January 1, 1971. He had been paid \$2.13 an hour and as a result of this retroactive adjustment he had earned \$2.28 per hour, an increase of 15 cents an hour.

On December 15, 1971, the claimant received \$100.32 from the city. This represented the retroactive increase in pay negotiated with the City by the union and included increased pay in the amount of \$96.60 and vacation pay in the amount of \$3.72 for the hours the claimant had worked for the City prior to his being laid off on September 15, 1971.

The insurance officer considering the claim advised the claimant that his earnings for the week of December 12, 1971 were determined to be \$100.32—the retroactive increase in pay and vacation pay received by him from the City on December 15, 1971—and that such payment was allocated to the week of December 12, 1971, the week in which the retroactive increase was paid. The decision of the insurance officer was confirmed by the board of referees and it is from that confirmation that the appeal was made.

The crux of the position taken by the union, on behalf of the claimant, was that the payment of \$100.32, being a retroactive increase in pay, should have been allocated to the period during which the services had been performed, with the result that unemployment insurance should be paid for the week of December 12, 1971, and that the benefit should be increased to correspond to the increase in the claimant's earnings.

The insurance officer allocated this retroactive payment to the week of December 12, 1971, in which week it was received, and in so doing considered himself bound by subsection 17 of Sec. 173 of the Unemployment Insurance Regulations.

In confirming the decision of the insurance officer, the board of referees said: "A review of the subsections referred to above, and others, requires the board to take the position, not without some misgivings, that on the wording of subsection 17, the retroactive increases must be allocated to the week in which they are paid. The board recognizes that this may work considerable hardship on a person in the claimant's position who finds himself laid off before a contract is signed between the union and management."

Basically, the submission on behalf of the claimant was that subsection 17 is ambiguous and that the subsection should yield to subsection 3, which reads: "Wages or salary payable to a claimant in respect of the performance of services shall be allocated to the period in which the services were performed."

It is a rule of construction that where there is a special provision that covers the subject matter, a case falling within the words of the special provision must be governed thereby, the umpire stated.

There is no ambiguity in subsection 17. It was argued on behalf of the claimant that the pronoun "they" is the substitute for the nouns "salary or wages" where they appear in the phrase "in salary or wages." That phrase modifies the words "retroactive increases" and it is those words for which the pronoun "they" substitutes. And it is the word "increases" modified by the adjective "retroactive" that is the subject of the sentence. Even if the contention on behalf of the claimant in this respect were not rejected, it would not advance the claimant's position.

Subsection 17 is clear and unambiguous and there is no reason to deviate from the literal sense of it. And there is no justification for considering subsection 3 in conjunction with subsection 17, because to enable subsection 17 to read other than literally, it must be shown that subsection 3 changes the meaning of subsection 17. This it does not do. The subsections in question deal with different subject matters.

The appeal is dismissed.

PUBLICATIONS IN THE LIBRARY

LIST NO. 292

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. Please indicate the numeral of the item and the month listed when requesting loans.

AUTOMATION— LABOUR ASPECTS

1. **International Labour Office.** Labour and social implications of automation and other technological developments. Sixth item on the agenda. Geneva, 1972. 5 p. Eng. and Fr.

BIOGRAPHIES— LABOUR LEADERS

2. **Larrowe, Charles Patrick.** Harry Bridges; the rise and fall of radical labor in the United States. New York, Lawrence Hill [1972] 404 p.

3. **Reeve, Carl.** The life and times of Daniel De Leon. Foreword by Oakley C. Johnson. New York, Published for A.I.M.S. by Humanities Press, 1972. 193 p.

COLLECTIVE BARGAINING

4. **Faculty power: collective bargaining on campus.** Editor: Terrence N. Tice. Consulting editor: Grace W. Holmes. Ann Arbor, Mich., Institute of Continuing Legal Education [1972] 368 p.

CORPORATIONS—TAXATION

5. **Lewis, David.** Louder voices: the corporate welfare bums. With an introduction by Eric Kierans. Toronto, Lewis & Samuel, 1972. 118 p.

CORPORATIONS, FOREIGN

6. **Perry, Robert Louis.** Galt, U.S.A.; the "American presence" in a Canadian city. Toronto, Maclean-Hunter [1972] 137 p.

CORPORATIONS, INTERNATIONAL

7. Feld, Werner Joachim. Non-governmental forces and world politics; a study of business, labor, and political groups. New York, Praeger Publishers [1972] 284 p.

DAY NURSERIES

8. Cameron, Barb. The day care book, by Barb Cameron [and others] Toronto, Canadian Women's Educational Press [1972] 48 p.

9. Prescott, Elizabeth. The "politics" of day care [by] Elizabeth Prescott, Cynthia Milich and Elizabeth Jones. Washington, National Association for the Education of Young Children [1972] 1 v.

DISCIPLINE

10. Avins, Alfred. Penalties for misconduct on the job. Dobbs Ferry, N.Y., Oceana Publications, 1972. 124 p.

DISCRIMINATION IN EMPLOYMENT

11. Ashenfelter, Orley Clark. Racial discrimination and trade unionism. Princeton, N.J., Princeton University, Industrial Relations Section [1972] 435-464 p.

12. Elkin, Frederick. The employment of visible minority groups in mass media advertising; a report submitted to the Ontario Human Rights Commission. Downsview, Ont., York University, Department of Sociology, 1971. 79 p.

ECONOMIC CONDITIONS

13. Bellan, Ruben C. Principles of economics and the Canadian economy. 4th ed. Toronto, New York, McGraw-Hill Ryerson [1972] 572 p.

ECONOMIC POLICY

14. Mitchell, Joan. The National Board for Prices and Incomes. Foreword by the Rt. Hon. Aubrey Jones. London, Secker & Warburg [1972] 294 p.

ECONOMICS

15. Burt, Everett Johnson. Social perspectives in the history of economic theory. New York, St. Martin's Press [1972] 297 p.

16. Hogendorn, Jan Stafford. Managing the modern economy; a short handbook of the new economics. Cambridge, Mass., Winthrop Publishers [1972] 177 p.

17. Reynolds, Lloyd George. The three worlds of economics. New Haven, Conn., Yale University Press, 1971. 344 p.

EMPLOYEES—TRAINING

18. Brecher, Charles. Upgrading blue collar and service workers. Foreword by Eli Ginzberg. Baltimore, Johns Hopkins University Press [1972] 113 p.

EMPLOYEES' REPRESENTATION IN MANAGEMENT

19. Coates, Ken. Essays on industrial democracy. [Nottingham] Bertrand Russell Peace Foundation [1971] 64 p.

20. Hunnius, Gerry. Workers' control; a reader on labor and social change, edited by Gerry Hunnius G. David Garson and John Case [1st ed.] New York, Vintage Books [1973] 493 p.

21. Willey, Richard J. Democracy in the West German trade unions; a reappraisal of the "iron law". Beverly Hills [Cal.] Sage Publications [1971] 53 p.

EMPLOYMENT FORECASTING

22. Québec (Province). Ministère du travail et de la main-d'œuvre. Les prévisions de la main-d'œuvre au Québec, 1971-1975. [Québec] Editeur officiel du Québec, 1972? [35]p. Eng. and Fr.

GRIEVANCE PROCEDURES

23. **Bureau of National Affairs, Washington, D.C.** Grievance guide. 4th ed. Washington, 1972. 265 p.

HOURS OF LABOUR—REDUCTION

24. **Bienefeld, M. A.** Working hours in British industry: an economic history. With a foreword by E. H. Phelps Brown. London, Weidenfeld and Nicolson [1972] 293 p.

INDUSTRIAL DISPUTES

25. **Brecher, Jeremy.** Strike! [San Francisco] Straight Arrow Books 1972] 329 p.

26. **Suggs, George Graham.** Colorado's war on militant unionism; James H. Peabody and the Western Federation of Miners. Detroit, Wayne State University Press, 1972. 242 p.

27. **Young, Jan.** The migrant workers and Cesar Chavez. New York, Messner [1972] 189 p.

INDUSTRIAL HEALTH

28. **Wallick, Franklin.** The American worker: an endangered species. New York, Ballantine [c1972] 144 p.

INDUSTRIAL RELATIONS

29. **Mathews, Norman Lee.** Labour relations handbook. [2d ed.] Toronto, Richard de Boo [1973] 324 p.

30. **Mellish, Michael.** The docks after Devlin; a study of the effects of the recommendations of the Devlin Committee on industrial relations in the London docks. London, Heinemann Educational Books [1972] 146 p.

31. **Seyfarth, Shaw, Fairweather & Geraldson.** Labor relations and the law in France and the United States; a comparative study. Ann Arbor, Program in International Business, Graduate School of Business Administration, University of Michigan [1972] 626 p.

32. **Tolfree, Patrick.** Applying the code; notes on the Industrial relations code of practice. [London, Industrial Society, 1972] 44 p.

INFLATION

33. **Jackson, Dudley.** Do trade unions cause inflation? Two studies: with a theoretical introduction and policy conclusion by Dudley Jackson, M. A. Turner and Frank Wilkinson. Cambridge, University Press, 1972. 128 p.

34. **Loyns, Richard Murray Alwyn.** An examination of the consumer price index and implicit price index as measures of recent price change in the Canadian economy. [Ottawa, Information Canada, 1972] 146 p.

35. **Phelps, Edmund Strother.** Inflation policy and unemployment theory; the cost-benefit approach to monetary planning. [London] Macmillan [1972] 322 p.

LABOUR LAWS AND LEGISLATION

36. **Canada. Department of Labour. Legislative Research Branch.** Current report on legislation affecting labour introduced in Parliament and the Provincial Legislatures, 1971-1972- No. 1- Ottawa. Library has: 1971/72, no. 1.

37. **U.S. Congress. Senate. Committee on Labor and Public Welfare.** Summary of the legislative activities of the Senate Committee on Labor and Public Welfare in the first session, Ninety-second Congress. Washington, GPO, 1972. 74 p.

LABOUR ORGANIZATION

38. **Erbès-Seguin, Sabine.** Démocratie dans les syndicats. Paris, Mouton [1971] 187 p.

LABOUR TURNOVER

39. **Mahoney, Thomas Arthur.** Internal labor markets: an empirical investigation [by] Thomas A. Mahoney & George T. Milkovich. Minneapolis, University of Minnesota, Industrial Relations Center, Center for the Study of Organizational Performance and Human Effectiveness, 1972. 34 p.

MANAGEMENT

40. **Sofer, Cyril.** Organizations in theory and practice. New York, Basic [1972] 419 p.

MOTOR TRUCK TRANSPORT

41. **Canada. Commission of Inquiry Concerning Employment in the Undertaking of Transporting Goods and Passengers Interprovincially and Internationally and of Transporting Mail, by Motor Vehicles.** Report. [Ottawa, Department of Labour] 1972. 1 v.

PENSIONS

42. **American Enterprise Institute for Public Policy Research.** Issues affecting private pensions. Washington [1971] 45 p.

SOCIAL CONDITIONS

43. **Campbell, Angus.** The human meaning of social change, edited by Angus Campbell and Philip E. Converse. New York, Russell Sage Foundation [c1972] 547 p.

UNEMPLOYED—YOUTH

44. **Lazar, Fred.** The dimension of Canadian youth unemployment: a theoretical explanation [by] Fred Lazar and Arthur Donner. Hamilton, Ont., McMaster University, Department of Economics [1972] 27 p.

WOMEN—EMPLOYMENT

45. **Commission des Communautés européennes.** L'emploi des femmes et ses problèmes dans les états membres de la Communauté européenne; rapport de Evelyne Sullerot. [Luxembourg, Office des publications officielles des Communautés européennes, 1972?] 237 p.

46. **Schwartz, Felice N.** How to go to work when your husband is against it, your children aren't old enough, and there's nothing you can do anyhow, by Felice N. Schwartz, Margaret H. Schifter [and] Susan S. Gillotti, with assistance from Marilyn Mercer. New York, Simon and Schuster (1972) 348 p.

47. **U.S. Department of Health, Education, and Welfare. Women's Action Program.** Report of the Women's Action Program. Washington, 1972. 116 p.

WORK

48. **Barbash, Jack.** The tensions of work. [Madison, 1972] 240-[248] p.

LABOUR STATISTICS

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
(in thousands)				
TOTAL CIVILIAN LABOUR FORCE*				
Week ended May 19, 1973		9,335	+ 2.6	+ 4.9
Employed	May	8,842	+ 3.7	+ 6.0
Agriculture	"	513	+ 9.6	- 2.3
Non-agriculture	"	8,329	+ 3.3	+ 6.5
Paid workers	"	7,762	+ 1.2	+ 6.5
At work 35 hours or more	"	7,065	+ 102.1	+ 6.2
At work less than 35 hours	"	1,434	- 69.2	+ 5.3
Employed but not at work	"	343	- 9.7	+ 3.3
Unemployed	"	493	- 13.5	- 10.7
Atlantic	"	68	- 15.0	+ 7.9
Québec	"	178	- 11.4	- 13.6
Ontario	"	133	- 15.3	- 12.5
Prairie	"	52	- 17.5	- 5.5
British Columbia	"	62	- 10.1	- 18.4
Without work and seeking work	"	474	- 12.1	- 10.4
On temporary layoff up to 30 days	"	19	- 36.7	- 17.4
INDUSTRIAL EMPLOYMENT (1961 = 100)†				
Manufacturing employment (1961 = 100)†	February	129.1	+ 0.5	+ 3.5
	"	124.7	+ 0.9	+ 4.0
IMMIGRATION				
Destined to the labour force	Year 1972	122,006	-	+ 0.1
	"	59,432	-	- 3.0
STRIKES AND LOCKOUTS				
Strikes and lockouts	April	107	+ 21.6	+ 12.6
No. of workers involved	"	23,185	+ 21.9	- 90.1
Duration in man days	"	243,680	+ 0.3	- 86.7
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†	February	156.65	+ 0.8	+ 8.3
Average hourly earnings (mfg.)†	"	37.2	+ 0.3	+ 8.5
Average weekly hours paid†	"	40.2	+ 0.5	+ 1.3
Consumer price index (1961 = 100)	"	145.3	+ 0.6	+ 5.8
Index numbers of weekly wages in 1961 dollars (1961 = 100)†	"	138.3	+ 0.6	+ 3.8
Total labour income (Millions of dollars)†	April	5,174.0	+ 1.8	+ 13.5
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	April	212.0	- 0.1	+ 7.2
Manufacturing	"	207.7	- 0.7	+ 7.2
Durables	"	243.8	- 1.9	+ 8.2
Non-durables	"	180.9	+ 0.6	+ 6.1
NEW RESIDENTIAL CONSTRUCTION**				
Starts	April	18,456	+ 31.2	+ 5.3
Completions	"	160,840	+ 3.7	-
Under construction	"	12,701	+ 1.1	- 3.7

*Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.

†Advance data.

‡Preliminary.

**Centres of 10,000 population or more.

STRIKES AND LOCKOUTS

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to 10 or more man-days. The number of workers involved includes all workers reported on strike or lockout, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

STRIKES AND LOCKOUTS, 1968-1973

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year				Per Cent of Estimated Working Time Lost
		Strikes and Lockouts	Workers Involved	Duration in Man-Days		
1968	559	582	223,562	5,032,730		0.3
1969	566	595	306,799	7,751,880		0.4
1970	503	542	261,706	6,539,560		0.3
1971	547	569	239,631	2,866,590		0.1
*1972	492	532	690,667	7,848,360		0.4
†1972—April	44	95	233,060	1,832,300		1.3
May	57	109	62,854	936,540		0.5
June	66	127	131,278	1,214,620		0.7
July	42	100	94,666	1,104,230		0.7
August	34	86	36,209	617,060		0.3
September	45	95	33,340	462,470		0.3
*October	31	78	29,501	419,520		0.2
*November	37	92	32,703	368,520		0.2
*December	19	78	11,318	155,220		0.1
*1973—January	30	89	12,318	186,830		0.1
February	31	91	16,048	201,110		0.1
March	36	88	19,024	242,870		0.1
April	46	107	23,185	243,680		0.1

* Preliminary. † Revised.

STRIKES AND LOCKOUTS, APRIL, 1973, BY INDUSTRY (PRELIMINARY)

Industry	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Fishing and Trapping	1	1	150	750
Forestry	—	—	—	—
Mines	4	7	2,529	32,450
Manufacturing	28	68	16,044	169,500
Construction	2	6	1,133	7,740
Transportation and utilities ..	3	7	653	7,950
Trade	6	12	2,462	22,340
Finance	—	—	—	—
Service	1	5	139	2,200
Public administration	1	1	75	750
ALL INDUSTRIES	46	107	23,185	243,680

STRIKES AND LOCKOUTS, APRIL, 1973, BY JURISDICTION (PRELIMINARY)

Jurisdiction	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	2	5	2,235	33,970
Prince Edward Island	1	1	25	610
Nova Scotia	2	3	305	1,390
New Brunswick	2	2	253	1,090
Quebec	17	35	10,052	80,950
Ontario	13	31	6,205	80,100
Manitoba	—	3	79	1,220
Saskatchewan	2	5	398	7,110
Alberta	1	2	221	820
British Columbia	2	15	2,447	34,480
Federal	4	5	965	2,490
ALL JURISDICTIONS	46	107	23,185	243,680

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, APRIL 1973 (PRELIMINARY)

Industry			Duration in Man-Days		Starting Date	Major Issues Result
Employer		Workers Involved		Accu- mulated	Termination Date	
Location	Union					
Fishing & Trapping						
FISHING						
Adams & Knickle Ltd., Lunenburg, N.S.	Railway, trans- port and General Workers Loc. 606C (CLC)	150	750	750	Apr. 10 Apr. 17	Better price for scallop—Return of fishermen after arbitration decision.
Mines						
METAL						
Brenda Mines Ltd., Peachland, B.C.	Steelworkers Loc. 7618 (AFL-CIO/CLC)	290	3,210	7,750	Mar. 10 Apr. 16	Wages, fringe benefits—9% wage increase 1st.-year, 6% first half of the 2nd.-year, 2% second half of the 2nd.-year.
American Smelting & Refining Co., Buchans, Nfld.	Steelworkers Loc. 5457 and I.B.E.W Loc. 674 (AFL-CIO/CLC)	570	11,400	18,240	Mar. 15 —	Wages—
Cominco Ltd., Kimberley, B.C.	Steelworkers Loc. 651 (AFL-CIO/CLC)	430	1,720	1,720	Apr. 2 Apr. 5	Grievances over safety con- ditions—Return of workers pending review of grievances.
Noranda Mines Limited Geco Division, Manitouwadge, Ont.	Canadian Union of Base Metal Workers (CNTU)	412	4,940	4,940	Apr. 12 —	Wages, fringe benefits, holi- days—
Sullivan Mining Group Ltd., Division Cupra and d'Estrie, Stratford Centre, Ct� Wolfe, Qu�.	Steelworkers Loc. 15383 (AFL-CIO/CLC)	282	280	280	Apr. 30 —	Wages—
NON-METAL						
Duval Potash Company, Saskatoon, Sask.	Steelworkers Loc. 7458 (AFL-CIO/CLC)	215	4,300	9,250	Feb. 28 —	Wages, job classification—
Aluminum Co. of Canada Ltd., Newfoundland Fluorspar Div., St. Lawrence, Nfld.	Metallurgists' Miners and Chemical Workers Federation (CNTU)	330	6,600	6,600	Apr. 2 —	Wages—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, APRIL 1973 (PRELIMINARY) (CONT.)

Industry			Duration in Man-Days		Starting Date	Major Issues Result
Employer		Workers Involved	Accu- mulated		Termination Date	
Location	Union		December			
Manufacturing						
FOOD & BEVERAGES						
Dare Food (Biscuit Division) Ltd., Kitchener, Ont.	Brewery Workers Loc. 173 (AFL-CIO/CLC)	380	7,600	87,550	May 26 —	Wages, hours—
Bonavista Cold Storage Ltd., Bonavista, Nfld.	Food Workers Loc. 1253 (AFL-CIO/CLC)	357	8,930	82,540	June 29 —	Wages, hours, overtime pay paid holidays—
Hershey Chocolate of Canada, Smiths Falls, Ont.	Retail, Whole- sale Employees Loc. 461 (AFL-CIO/CLC)	153	920	8,120	Jan. 25 Apr. 10	Wages—30¢ an hr. increase retroactive to Oct. 31, 1972, 25¢ Nov. 1, 1973; improved fringe benefits
Hiram Walker and Sons Ltd., Windfield, B.C.	Distillery Workers Loc. 202 (AFL-CIO/CLC)	126	2,020	5,920	Feb. 16 Apr. 25	Parity with Ont. Plant—60¢ per hr. increase first year, 35¢ second year, 33¢ third year; other improved benefits
B.C. Distillery Co. Ltd., Thomas Adams Distillers, New Westminster and Vancouver, B.C.	Distillery Workers Loc. 69 (AFL-CIO/CLC)	190	3,800	7,880	Mar. 1 —	Wages, pension plan, vaca- tion—
Bonavista Cold Storage Company, Grand Bank, Nfld.	Food Workers Loc. 1251 (AFL-CIO/CLC)	130	260	520	Mar. 31 Apr. 2	Dispute over heating problem Return of workers pending dis- cussions.
Boulangerie Diana Inc., Quebec, Que.	Commerce Employees (CNTU)	120	1,680	1,680	Apr. 13 Apr. 30	Delayed negotiations in a new contract—Return of workers pending further negotiations.
Fry-Cadbury Ltd., Montreal, Que.	Commerce Employees (CNTU)	700	3,500	3,500	Apr. 24 —	Wages—
RUBBER						
Firestone Tire & Rubber, Joliette, Qué.	Rubber Workers Loc. 790 (AFL-CIO/CLC)	300	6,000	8,100	Mar. 22 —	Delayed negotiations in a new contract—
Bow Plastic Ltd., Granby, Que.	Upholsterers Loc. 346 (AFL-CIO/CLC)	166	830	830	Apr. 14 Apr. 23	Wages, hours—An average wage increase of 91¢ an hr. in 3-yr. contract—reduction in hours from 45 to 42½ and the 40 after 2nd yr.

RIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, APRIL 1973 (PRELIMINARY) (CONT.)

Industry	Employer	Union	Workers Involved	Duration in Man-Days	Starting Date	Termination Date	Major Issues Result
	Location		December	Accu- mulated			
TEXTILES							
	Bruck Mills Co. Ltd., Sherbrooke, Cowans- ville and St-Jean, Que.	Textile Workers' Union Locs. 1671, 1690 and 1693 (AFL-CIO/CLC)	300	3,600	43,850	Feb. 10 Apr. 18	Wages, hours, fringe benefits- Wage increases, other improved benefits.
	Asten-Hill Ltd., Valleyfield, Que.	Textile Federation (CNTU)	140	2,800	3,920	Mar. 21 —	Not reported—
	Consolidated Textiles Limited, St. Hyacinthe and Joliette, Que.	Syndicat du Textile de Soie Inc., (CSD)	325	6,500	7,150	Mar. 29 —	Wages, 5-day work week—
WOOD							
	MacMillan Bloedel Ltd., Red Band, B.C.	Woodworkers Loc. 1-217 (AFL-CIO/CLC)	190	3,800	41,420	June 19 —	Not reported—
	Canadian Forest Products, Hunting-Merritt, B.C.	Woodworkers Loc. 1-427 (AFL-CIO/CLC)	200	4,000	31,600	Sept. 13 —	Protest against the suspension of fellow workers for alleged slowdown—
	Goodman Staniforth, Tee Lake, Cté Témiscamingue, Qué.	Carpenters Loc. 3057 (AFL-CIO/CLC)	243	3,560	3,560	Apr. 9 —	Wages, vacations—
PRIMARY METALS							
	Metal Industries Association (representing four foundries companies) Vancouver area, B.C.	Steelworkers Loc. 6721 (AFL-CIO/CLC)	300	6,000	15,300	Feb. 16 —	Wages—
	Ontario Malleable Iron Co. Ltd., Oshawa, Ont.	Steelworkers Loc. 1500 (AFL-CIO/CLC)	300	6,000	12,900	Feb. 28 —	Wages, shorter work week, pro- tective contract language—
	Western Canada Steel Ltd., Vancouver, B.C.	Steelworkers Loc. 3302 (AFL-CIO/CLC)	300	6,000	9,600	Mar. 15 —	Wages, hours—
	Atlas Steel Co. Ltd., (A division of Rio Algom Mines), Welland, Ont.	Steelworkers (AFL-CIO/CLC)	1,605	16,050	16,050	Apr. 16 —	Members not satisfied with proposal put forth by com- pany—
	Sidbec Dosco, Montreal, La Salle and Contrecoeur, Que.	Steelworkers Various locals (AFL-CIO/CLC)	2,238	13,430	13,430	Apr. 19 —	Wages, fringe benefits—
	Maritime Steel Ltd., New Glasgow, N.S.	Steelworkers Loc. 3172 (AFL-CIO/CLC)	115	120	120	Apr. 30 —	Alleged dispute over suspension of an employee—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, APRIL 1973 (PRELIMINARY) (CONT.)

Industry			Duration in Man-Days		Starting Date	Major Issues
Employer		Workers Involved	December	Accu- mulated	Termination Date	Result
Location	Union					
METAL FABRICATING						
Locweld & Forge Products Ltd., Montreal, Que.	Steelworkers Loc. 2366 (AFL-CIO/CLC)	160	3,200	38,560	July 25 —	Not reported—
Firestone Steel Products of Canada Ltd., London, Ont.	Auto Workers Loc. 27 (CLC)	300	6,000	21,300	Jan. 19 —	Wages, other benefits—
Armco Canada Ltd., Guelph, Ont.	Steelworkers Loc. 4054 (AFL-CIO/CLC)	140	1,960	1,960	Apr. 2 Apr. 23	Failure to renegotiate agree- ment—80¢ an hr. increas- spread over 3 years; other im- proved benefits.
MACHINERY						
Borg Warner (Canada) Ltd., Byron, Jackson Division, Scarborough, Ont.	Machinists Loc. 235 (AFL-CIO/CLC)	110	2,200	3,850	Mar. 12 —	Wages, pension plan, fring- benefits—
The Hobart Manufac- turing Co. Ltd., Owen Sound, Ont.	Machinists Loc. 386 (AFL-CIO/CLC)	120	240	240	Apr. 18 Apr. 23	Disciplinary suspension of or- worker for two days—Return of workers.
TRANSPORTATION EQUIPMENT						
Dominion Auto Accessories Ltd., Windsor and Toronto, Ont.	Auto Workers Locs. 195 & 252 (CLC)	255	5,100	12,240	Feb. 20 —	Cost of living and fring- benefits—
Canadian Shipbuilding and Engineering Ltd., Collingwood, Ont.	Steelworkers Loc. 6320 (AFL-CIO/CLC)	900	13,500	13,500	Apr. 7 —	Wages, fringe benefits—
*Halifax Shipyard Div., Hawker Siddeley Canada Ltd., Halifax, N.S.	Marine Workers Loc. 1 (CLC)	650	1,300	1,300	Apr. 16 Apr. 18	Protesting the firing of an em- ployee—Return of worke- pending discussions between union and management repre- sentatives.
Davie Shipbuilding Ltd., Lauzon, Que.	Metallurgists. Miners and Chemical Workers Federation (CNTU)	2,300	4,600	4,600	Apr. 19 Apr. 24	Wages, double time pay for overtime—Return of worke- pending further negotiations.
ELECTRICAL PRODUCTS						
ITE Circuit Breaker (Canada) Ltd., EPD Division, Cooksville, Ont.	I.B.E.W. Loc. 1590 (AFL-CIO/CLC)	211	4,220	6,440	Mar. 16 —	Wages, fringe benefits—
Enterprise Foundry Ltd., Sackville, N.B.	Molders Loc. 140 (AFL-CIO/CLC)	240	960	960	Apr. 25 —	Wages—
Ferranti-Packard Ltd. Weston, Ont.	U.E. Loc. 525 (Ind.)	168	670	670	Apr. 25 —	Wages, hours, job securit- other matters—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, APRIL 1973 (PRELIMINARY) (CONT.)

Industry			Duration in Man-Days		Starting Date	
Employer						Major Issues
Location	Union	Workers Involved	December	Accu- mulated	Termination Date	Result
NON-METALLIC MINERAL PRODUCTS						
Canadian Pittsburg Industries Ltd., Owen Sound, Ont.	Glass and Ceramic Workers Loc. 248 (AFL-CIO/CLC)	300	300	300	Apr. 25 Apr. 26	Dispute over interpretation of a union clause—Return of workers referral to mediation of third party.
CHEMICAL PRODUCTS						
Eddy Match Company Ltd., Pembroke, Ont.	Carpenters Loc. 3175 (AFL-CIO/CLC)	175	880	2,630	Mar. 19 Apr. 9	Seniority clause—Return of workers when "seniority clause" agreed.
Construction						
Canadian Elevator Manufacturers, Vancouver-Burnaby, B.C.	Elevator Constructors Loc. 82 (AFL-CIO/CLC)	227	230	14,750	Sept. 8 Apr. 3	Protest over lack of progress in negotiating a national contract—Return of workers pending decision of arbitrator
Procon Great Britain Ltd., Come by Chance, Nfld.	Various Unions (AFL-CIO/CLC) and (Ind.)	848	6,780	6,780	Apr. 13 Apr. 25	Dispute over an escalation clause—Return of workers when all parties agreed to conditions.
Transportation and Utilities						
TRANSPORTATION						
*Air Canada-Toronto International Airport, Malton, Ont.	Machinists Loc. 2323 (AFL-CIO/CLC)	200	100	100	Apr. 17 Apr. 17	Protesting slowness in contract negotiations—Return of workers when federal conciliator appointed.
POWER, GAS AND WATER						
Windsor Utilities Commission, Windsor, Ont.	I.B.E.W. Loc. 911 (AFL-CIO/CLC)	270	5,400	12,420	Feb. 23 —	Wages, dental plan—
Retail						
Several Automobile Garages, Eastern Townships and Bois-Francs regions, Que.	Metallurgists Miners and Chemical Workers Federation (CNTU)	1,020	10,200	38,320	Feb. 21 Apr. 16	Wages, hours, holidays—Wage increase varying to area, reduction in hours eff. June 1975, \$125—\$120 retroactive pay.
Nine independent drug stores, Vancouver, Coquitlam and New Westminster, B.C.	Retail Clerks Loc. 1518 (AFL-CIO/CLC)	110	2,200	5,170	Feb. 23 —	Negotiating the first contract

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, APRIL 1973 (PRELIMINARY) (CONCL'D.)

Industry			Duration in Man-Days		Starting Date	
Employer		Workers Involved	December	Accu- mulated	Termination Date	Major Issues Result
Location	Union					
MacDonalds Consolida- ted Limited, Edmonton, Alta.	Retail Clerks Loc. 401 (AFL-CIO/CLC)	200	400	400	Apr. 5 Apr. 9	Wages, contract duration—80¢ an hr. increase over 2-yr. contract.
Association Marchand Richelieu, Section Drummondville, Drummondville, Que.	Metallurgists' Miners and Chemical Workers Federation (CNTU)	120	1,200	1,200	Apr. 9 Apr. 24	Wages, hours—Wage increase, reduction in hours from 45-42½ per week.
Association des Détailants en Alimentation de Québec, Quebec City area, Que.	Commerce Employees (CNTU)	600	3,600	3,600	Apr. 12 Apr. 19	Wages, vacations, hours, other matter—\$31 per wk. increase over a 38-month contract; other improved benefits.
Magasins Cooprix, Montreal, Que.	Retail Clerks Loc. 500 (AFL-CIO/CLC)	250	2,250	2,250	Apr. 17 —	Wages, fringe benefits—

Service

EDUCATION

Southern Alberta School Authorities Association, Southern Alberta.	Alberta Teachers' Association	1,300	—	19,500	Mar. 12 Apr. 2	Wages, fringe benefits—Return of teachers on a Government Order.
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*Federal Jurisdiction.

CANADA DEPARTMENT OF LABOUR PUBLICATIONS

Industrial Relations Research in Canada (annual). An inventory of industrial relations research undertaken by the Department, other government departments, academic institutions and private individuals. (Bilingual). Cat. No. L2-29/1972.

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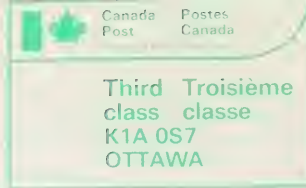
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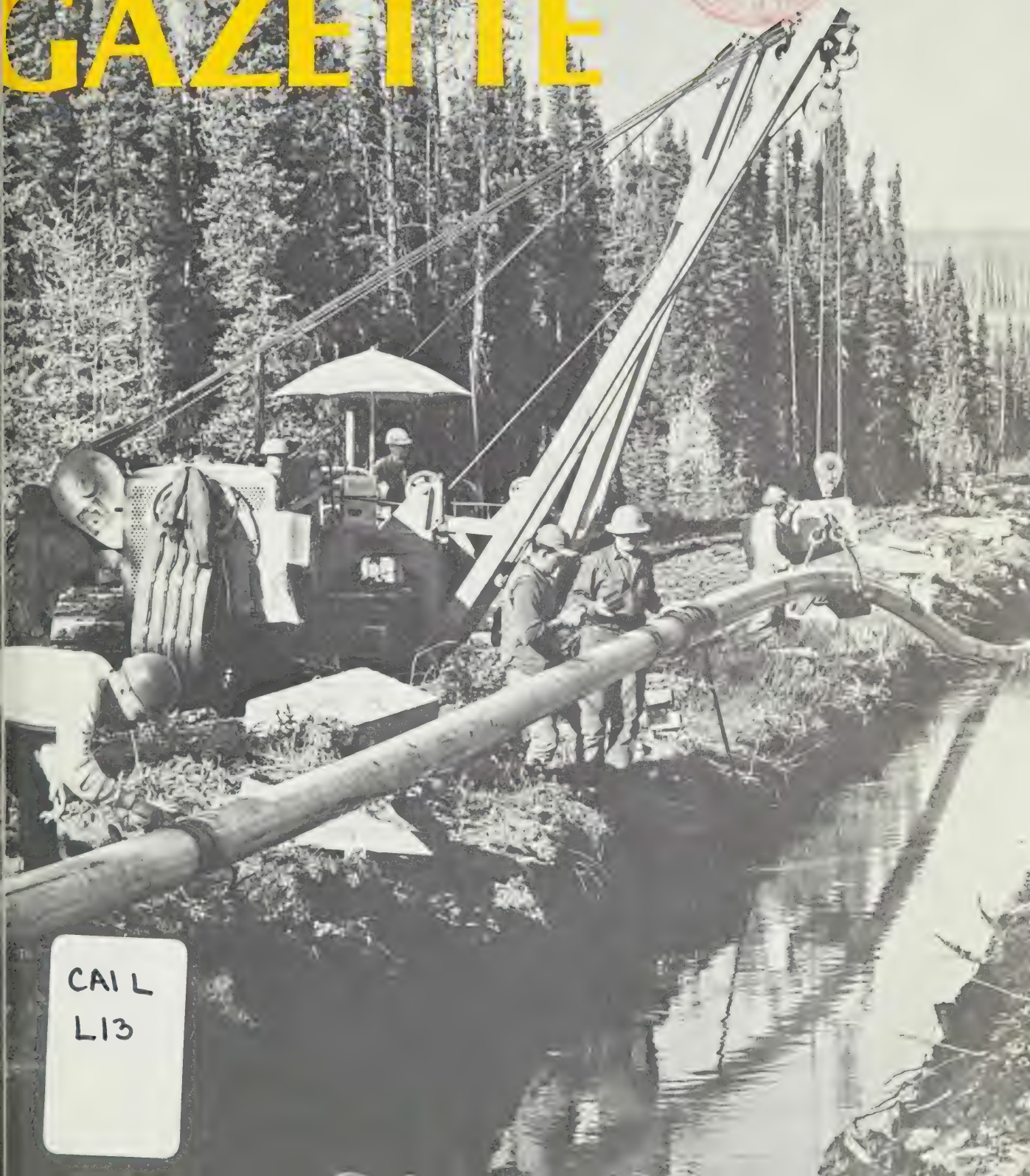
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THE LABOUR GAZETTE



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THE LABOUR GAZETTE

Official Journal
Canada Department of Labour

Vol. 73, No. 9/September 1973



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**Labour
Canada**

**Travail
Canada**

LABOUR DAY MESSAGES



John Munro
Minister of Labour

It is the custom on Labour Day for the Minister of Labour to present a message to the Canadian labour community. I am especially pleased at having this first opportunity to do so.

Perhaps a short note on how my background relates to the labour movement would be of interest. Over the years, I have been a member of various unions; and, as a lawyer, I represented many unions before tribunals. I have found that association personally rewarding and stimulating; but,

even more importantly, it has imprinted on my mind the conviction that a strong labour movement in Canada is a necessity. This conviction is directed toward the goal of enhancing the economic and social rewards of the worker for his daily efforts, and it is based on the belief that the labour movement is a viable force for social reform, directed toward betterment of the lives of all Canadians.

I believe that the labour movement is widely accepted as an equal in the business community—and that is as it should be. Much of the credit for the development should be attributed to Canada's labour leadership, whose high calibre and devotion reflect the support of a concerned and organized workforce. Few would disagree, however, that we still have a job ahead of us.

There are, in Canada, far too many members of our unorganized workforce earning incomes bordering so closely on poverty levels that the temptation to go on welfare is stronger than the incentive to work. There are, in Canada, far too many workers who suffer from feelings of impersonality and alienation induced by a workplace devised more for output than for human happiness. What these feelings lead to is a widespread employee hostility directed not only against management, but also against unions and union leadership. The resulting frustration with established institutions is not uncommon, but the phenomenon appears to permeate the workforce of structured organizations—and it certainly emerges as one of the dominant characteristics of the workplace of the '70s.

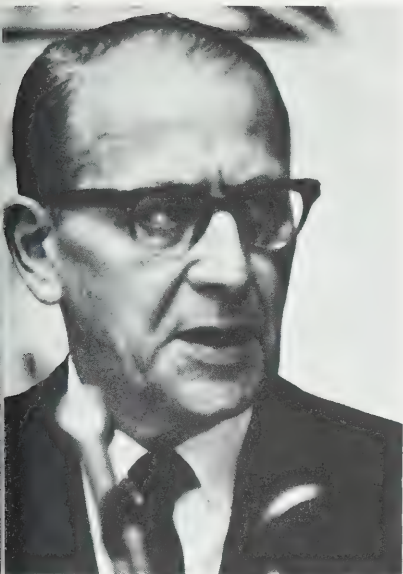
The prime challenge facing the labour movement arises partly from this characteristic, and amounts almost to a dilemma: the movement must strengthen its leadership by reducing fragmentation within its ranks, while at the same time combating the disaffection of the individual generated by the trend toward bigness within unions.

Responsible leaders and members of the labour movement are also seeking ways to play a greater role in the decision-making process of government. Parallel with these challenges, of course, is the urgent need to better the working conditions of members through insistence upon an improved work environment and job enrichment while at the same time attempting to prevent erosion of the work ethic.

If I were asked to select a priority for labour in the '70s, it would be that labour must become more involved and must participate to a greater extent in decision making so that the foregoing challenges can be met. I will do whatever I can to help the labour movement in Canada achieve these goals.



John Munro.



Donald MacDonald

**President
Canadian Labour Congress**

As Canadians celebrate Labour Day, the one day of the year set aside to honour the working man and woman, it can be seen that there is cause for deep concern about the direction in which Canada is going with regard to the attainment of just economic and social goals. Such goals are far from having been reached.

We are distressed when we look around and find relatively large numbers of Canadians who continue to live in poverty, in a country that can correctly boast of being the third wealthiest in the world. We are distressed that there has been virtually no progress toward a more equitable distribution of incomes over the last 50 years. We are distressed that regional income disparities that threaten the unity of this nation have hardly changed over the same long period of time. In these respects, our society has stayed still, like a sailing ship that has lost its sails, and swings hither and thither without any sense of direction.

Those who would have us believe that we live in a just society either know not whereof they speak, or are indifferent to the needs and aspirations of countless men and women from one end of this land to the other. Social numbness is the striking trait that inhibits the mentality of all too many of those who make the important decisions governing the lives of people. How else can one explain why hundreds of thousands of Canadian workers have become the victims of unemployment except to say that powerful politicians, advised by their senior bureaucrats, have decided that this is the way to combat inflation?

The callousness behind the policies adopted by the federal Government more than four years ago, against the advice of many well-informed people, served only to bring unnecessary hardships to thousands of families. These policies had almost no effect in restraining inflation, as past experience should have indicated. We are still suffering high unemployment rates from those policies, and the end is far from being in sight.

Indeed, the supreme irony today is that we have learned nothing from past mistakes. The recent move by our monetary authorities to increase interest rates when unemployment remains high, when the labour force is rapidly increasing, and when all signs indicate a slower growth rate in 1974, means that additional tens of thousands of Canadian men and women will be jobless next year. It is again a case of ignoring the lessons of the past and repeating the same mistakes. Our responsible officials have learned nothing. Social injustice goes on and on; and the tragic thing is that it is all so unnecessary.

Although Canada has been undergoing a more rapid economic expansion, the hard-nosed fact is that many workers and their families have not benefited from it.

Government spokesmen apparently delight in carefully selecting figures and pouring them out to the press in an attempt to convince the public that things are better than ever before.

But the continuance of high unemployment rates is conveniently omitted in such official announcements. Also deliberately omitted is any reference to the fact that the real purchasing power of wage and salary earners increased by a paltry 1.7 per cent per person employed during the last year. Real base wage increases per worker under collective agreements were hardly any better—only 1.9 per cent during the same period.

When one looks at the other side of the coin, however, one finds that there was a phenomenal rise in corporation profits of 13 per cent for the first quarter of this year, the highest on record in 12 years. This is an incredible profit upsurge, and if this trend continues, profits will rise during 1973 by more than 50 per cent. A major contributing factor to these high profit increases has been a sharp rise in labour productivity, although the average wage earner got very little out of the increase. But one need not expect to find information of this kind in official government propaganda material; it would be even more futile than looking for the proverbial needle in a haystack.

The challenge to the labour movement and other like-minded progressive elements on Labour Day 1973 is clear: There must be no effort spared to bring about the achievement of better economic and social conditions in Canada. No matter how difficult the task, no matter how many frustrations along the way, there can be no letup in our striving for the kind of reforms to which organized men and women have always been dedicated.



Marcel Pepin

**General President
Confederation of National Trade
Unions**

On the evening of last May 1, more than 40,000 citizens of Québec took to the streets in cities across the province to mark International Workers' Day. In Montreal alone, 30,000 persons marched for hours with a cheerfulness born of a quiet awareness of their own strength.

This march was intended to convey the reaction of the "average citizen" to a number of steps taken by the Government of Québec during the preceding 12 months: introduction of Bill 19, which compelled 200,000 strikers to return to work under the threat of heavy fines and imprisonment; levying of prison sentences and fines against dozens of workers and unions; sentencing and imprisonment of three presidents of

Québec central labour bodies; creation, in the middle of a dispute, of a so-called "central labour body"; introduction of Bill 89, which threatened the right to genuine collective bargaining, and suspended the right to strike of hundreds of thousands of workers in both public and private sectors; and publication of the Fantus Report, which advised the Government to bring the unions—particularly the CNTU—to heel.

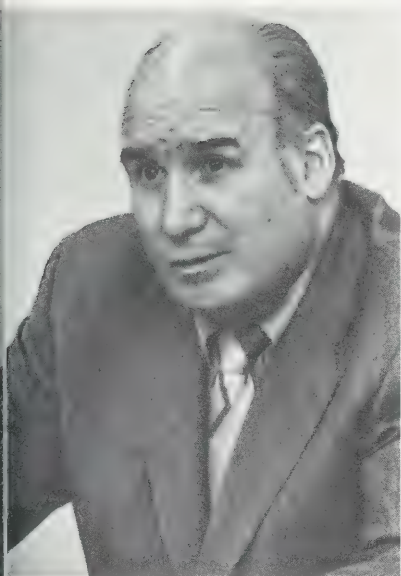
Quebecers cannot afford to be losers in these tests of strength—tests that set them more and more against the servants of a power centre that has not been located in Québec City for a long time now. Of course, after each shock, each test, victory is not always certain. At first sight, it may even happen at times that those in power appear to be the winners. But our daily experience with union struggles has taught us that there is an increasing number of workers who are becoming more aware every day of their true situation, and who understand where the interests of the politico-financial elite really lie. Our organization, the CNTU, is the best evidence of the new social conscience that is developing here in Québec.

The sequel to the Government's taking repressive measures against trade unionism—measures endorsed and often instigated by

certain opinion manipulators—was that, not only did the CNTU not lose its pugnacity and its driving strength, but it also reaffirmed its faith in a militant trade unionism that leaves no room for concessions in its search for more power for the workers.

The requests we receive daily from employees wanting to join the ranks of our organization—requests that grow as our struggle becomes more radical—prove to us that Québec workers place great confidence in a union organization that seeks the happiness of ordinary people along a path of their own choosing.

We have yet to create in the province of Québec a society that meets our needs and preferences. It is here, in our territory, that we shall find the answers—and the workers are the ones who will discover them.



W. C. Y. McGregor

**Chairman
Canadian Railway Labour Association**

... Is it any wonder that they (Canadian railway workers) attribute the discrimination they suffer in relation to other organized workers to the fact that they are so essential, that their right to defend themselves against unfair settlement by the processes available to other workers are for them nominal rather than real. More than any other group, they must appeal to the sense of fair play of the Canadian people and the Canadian Parliament."

Prof. John C. Weldon

is to be hoped that, some day the great and unsolved problems of Canadian labour will approach solution, and a Labour Day message such as this will be one of confidence and satisfaction.

But that era of prosperity and good government seems, at this writing, a long way off. There are too many Canadians without jobs; there is so much marginal living, in the midst of plenty, that one sometimes almost loses hope for the future of this great country.

After a year of preparation and the throes of negotiations, mediation and conciliation—the long and arduous exercise demanded by federal labour laws—to labour's ultimate weapon, the strike, we in the railway industry find little cause for rejoicing.

Perhaps our sufferings, our wants, are small in comparison with the droughts, the famine, the conflicts and the poverty that exist in so many parts of the world: but they are our needs and they are here and here now. When one realizes that the average non-operating railway worker—most of whom have a wife and children to support—exists on less than \$8,000 a year (before such deductions as taxes, unemployment insurance, and Canada/Québec pension plan contributions) it makes one wonder.

Surely, in the affluent society which is now Canada's, it is not too much to demand for the ordinary worker a share in the good life and years of ease after decades of labour.

NEWS BRIEFS

■ A number of insurance underwriters predict that **1973 will see rapid growth in dental care coverage as a result of union activity** in this area. Recent agreements signed by Inco, Stelco and Algoma Steel with the United Steelworkers include the first dental service plans to be negotiated by a major Canadian union. All three companies have introduced dental plans ensuring employees and their dependants for a wide range of normal dental procedures. William M. Mercer, Ltd., a Toronto actuarial consultant firm, describes the plans as "a major breakthrough in a new fringe benefit area" and predicts "they will undoubtedly be trend-setters for many collective agreements to be negotiated in the next few years."

Since January this year, dental insurance plans have been incorporated into 12 contracts covering about 11,000 workers in Canada. The list of unions involved includes The Food and Allied Workers, the Canadian Union of Public Employees, the Canadian Brotherhood of Railway, Transport and General Workers, and the Seafarers International Union. Dental plans range in cost from an average of about \$3.00 a month for a family to as much as \$25.00 a month or more, depending on benefits and use. They generally include such services as examinations, maintenance care, fillings and teeth extractions.

William M. Mercer notes in an actuarial bulletin that "**the popularity of dental coverage, partic-**

ularly in union demands, seems to be outpacing the rate of government plan developments. Thus it appears that most major employers will have adopted dental plans before governments make firm their intention . . . The spiralling cost of medicare and hospitalization have likely influenced the relatively slow rate of development to date, but there is nothing to suggest that such plans will not be introduced eventually."

■ **A compressed workweek encourages employees to work harder, and decreases absenteeism,** according to a study by the research branch of the Ontario Ministry of Labour. The study—the second on the subject—covered 157 firms that had shortened the

workweek from five to four or three days. Employers reported **improved worker morale as a result of fewer working days**, reduced commuting time and reduced compulsory overtime. The most common schedule was a four-day, 40-hour week.

Though fatigue was the most significant disadvantage reported, half the firms that saw this as a problem indicated that it was a short-term setback, subsiding after the employees adjusted to their new work pattern. The Ministry's study emphasizes, however, that the findings related to employee morale and other advantages for workers are based on management reports rather than on interviews with the employees concerned.

At the time of the survey, an estimated 200 firms had altered their workweek pattern with the permission of the Ontario Ministry of Labour, and about 6,600 workers were on a compressed workweek schedule—less than 1 per cent of Ontario's workforce. Nearly two-thirds were in manufacturing and more than 20 per cent in services. About 30 per cent of those in manufacturing worked in departments operating on a round-the-clock basis, and 67 per cent in services were employed where there were continuous operations. About 1,000 of the 6,600 employees were union members—all in manufacturing.

The labour ministry's Employment Standards Branch requires that a majority of employees be in favour of a schedule that involves workdays stretching beyond the usual eight hours before approval is given by the Branch.

About 1,500 federal public service employees have won the right to a shorter workweek in an arbitration award following contract negotiations. The employees,

represented by the Professional Institute of the Public Service, include economists, sociologists and statisticians. They will be able to complete their minimum 37.5 hours a week in a period of less than five days. Kenneth Phythian, an Institute spokesman, described the award as **"an acceptance in principle of the flexible workweek."**

A notable deviation in the federal public service from the standard working day is an experiment with flexible starting and quitting times at the Department of Consumer and Corporate Affairs. The success of this experiment, confined initially to the 50-member personnel branch, has led to an extension to 400 employees in the Department's Bureau of Intellectual Property.

■ Persons between the ages of 15 and 18 will not be permitted to work between midnight and 6 a.m. except if they are under the direct and continuous supervision of a person who is over 18 years of age under a **new regulation of the Alberta Manpower and Labour Act**. Youths under 15 will be permitted to work until 9 p.m., an hour later than under the old regulation. Those between the ages of 12 and 14 will not be permitted employment on construction projects or in commercial gardening and landscaping: heavy equipment now used in most of these jobs creates a hazardous working environment.

■ **There has been a breakthrough in the struggle to end wage discrimination against women in B.C. hospitals.** The breakthrough was brought about by an arbitration wage adjustment award that is keyed to human rights legislation requiring equal pay for equal work.

Ray McCready, business manager of the Hospital Employees Union, Local 180, representing 11,000 workers, mostly women, stated that the union had taken advantage of an arbitration ruling in the current contract with the B.C. Hospitals' Association. The union was required by arbitrator D. R. Blair to prove there had been a material change in job content and did so on behalf of practical nurses in the Kimberley and District Hospitals. Blair upheld the union's claim, explaining that the practical nurses had been victims of discrimination based on sex and directed that they be paid the same as male orderlies.

McCready said that arbitration awards are the "precedent upon which the union hopes to completely eliminate wage discrimination based on sex." The union has disclosed that it is applying for a hearing before the Human Rights Commission for a ruling against discrimination based on the arbitrator's award. In making his award, Blair reviewed the Human Rights Act, which states that "No employer and no person acting on his behalf shall discriminate between his male and female employees by having a female employee at a rate of pay less than the rate of pay paid to a male employee by him for the same work or substantially the same work done in the same establishment."

■ One important recent happening in the field of human rights is the passing of **Québec's Bill 63, concerning the Council on the Status of Women.** First presented as a brief by the Women's Federation of Quebec in December 1971, the bill **was passed as law on July 5.** The Council, with an annual budget of \$150,000 is expected to begin operating by the fall.

Caroline Pestieau, one of the committee that wrote the original brief, said that the Council will follow three broad policies: co-ordination of information concerning women; fighting discrimination; and acting at the planning level of government. "The council will not act just as ombudsman . . . but will also make sure the woman's point of view is shown at the level where government priorities are drawn," she said.

In Ottawa, Orders in Council were passed on May 29, amending the Fair Wages and Hours of Labour Regulations and the Fair Wages Policy Order to prohibit discrimination on the ground of age, sex, and marital status. **The National Council of Women, a strong advocate of a federal Council of Women, has elected Mrs. G. B. Armstrong as President,** succeeding Mrs. John Hnatyshyn of Saskatchewan, who was recently named to the Advisory Council on the Status of Women.

■ **The Government of Saskatchewan has announced the establishment of a Liaison Program between the Federation of Saskatchewan Indians and the provincial government.** These duties are being assigned to Joan Halco, the Special Assistant to the Minister in charge of the Human Resources Development Agency, and are added to her previous responsibility for liaison between Metis and non-status Indians and the provincial Government. "The purpose of such liaison will be to involve all Indians and Metis in the decisions that are made by government affecting community and social-economic developments," G. R. Bowerman, Agency Minister said in making the announcement.

■ **Six secretaries in two Windsor, Ontario, law firms have become the first unionized law firm employees in Canada to be granted collective bargaining rights.** The Ontario Labour Relations Board certified the Office and Professional Employees' International Union as bargaining agent for the secretaries, employed by the firms MacMillan and MacMillan, and Paul L. Mullins. Union representative Wilfred Peel commented, "These are the first law firms to be certified in Canada and—according to my information—in North America."

■ **The Council of Canadian Unions has changed its name to become the Confederation of Canadian Unions.** The name change, made at the fifth annual convention of the CCU in Winnipeg, was coupled with the adoption in principle of a national organizing campaign. Impetus for the campaign came after delegates criticized the CCU for not meeting the demand for independent Canadian unions.

Delegates endorsed the concept of public ownership of natural resources and construction of a deep-sea seaport on the St. Lawrence River to free imported crude oil of foreign control. Extension of the trans-Canada pipeline to supply all parts of the country was also urged.

Manitoba Minister of Labour A. R. Pauley, speaking to the convention, urged the CCU to concentrate on organizing the unorganized workers, adding: "If you do nothing else, you will assist us in our desire in the Department of Labour."

■ **A new monthly newspaper is now being published to serve Canadian members of the International Association of Machinists and Aerospace Workers. The Canadian Machinist, a bilingual tabloid-style publication, replaces for the 50,000 Canadian members of the Machinists' union the weekly Machinist of the million-member international union.**

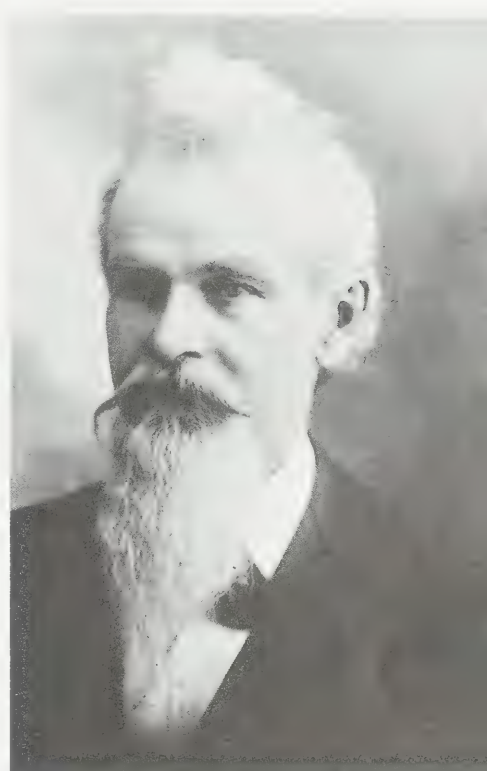
■ **The formation of the Canadian Labour Union, a precursor of the present Canadian Labour Congress, took place 100 years ago this month.**

In July 1872, the printers of Toronto went on strike for a nine-hour day. Their action led to the enactment of Canada's first labour legislation and to the formation a year later of Canada's first overall trade union body. The strike had no more than begun when 24 of those who had peaceably gone out but were arrested and jailed on a charge of criminal conspiracy. These men were not to suffer the harsh measures brought against the "Tolpuddle Martyrs," for they were soon released and bound over to appear at the next assizes. In the interval, a law was hurriedly

passed by Parliament freeing trade unions from liability under the common law on conspiracy in restraint of trade.

The act was followed by a wave of trade union activity and organization in a time of unprecedented industrial prosperity, and, on September 23, 1873, **Canadian unions were brought together for the first time at a convention called by the Toronto Trades Assembly.** It was found that 31 unions had responded to the call, 14 being from Toronto, 5 from Ottawa and 4 from Hamilton; 11 others wrote to declare their sympathy. The result was the formation of "The Canadian Labour Union."

The aims of the labour leaders of the day included a nine-hour day with a Saturday half-holiday, the settlement of disputes by arbitration, the imposition of restrictions on imported cheap labour. **The representation of labour in Parliament was another change advocated by the convention** (a year later, a labour candidate was elected for Ottawa in the provincial legislature) and a vigorous policy of organization on craft lines, or into "amalgamation" unions where crafts unions were not feasible, was outlined.



Daniel J. O'Donoghue, one of the organizers of the Canadian Labour Union

INTERNATIONAL ROUNDUP

■ **Worker participation in management** is expected to be one of the items **the British Government will offer to the unions in the coming round of negotiations over Stage III of the Government's prices and incomes policy.** Prime Minister Edward Heath hopes to reach agreement on Stage III by the end of October, though serious negotiations will not begin till after the Trades Union Congress in September. There are many loose ends, however, over what worker participation actually means and how far it should supplement or supersede collective bargaining.

Many British industrialists oppose the idea of second-tier boards on the grounds that militant worker directors might use their access rights to spread more militancy or to manipulate every boardroom discussion into an extension of collective bargaining. Others say that a moderate would merely be dubbed a bosses' man. The unions, for their part, are ambivalent, but they insist, as a matter of principle, that all worker directors should be trade unionists and that they should make up half the second board. The Confederation of British Industry is likely to opt for works councils backed by legislation. There would be penalties for companies that did not agree to

have a council, and some sort of arbitration to settle disputes concerning what information should be made available and what was to remain confidential. "This may be the system that Heath favours," commented **The Economist**. "The unions are not sure what to think about councils. Militants fear that a secret ballot might lead to moderate unionists attracting more votes. All union officials fear that non-unionists might do rather too well, which they would.

"A plan to introduce statutory works councils only would not satisfy the European Commission, which is pressing for supervisory boards for all major public companies, either with German-style elected directors or Dutch-style approved representatives," **The Economist** continued. "The French and Italian governments are unenthusiastic about this, and hope that Heath will be too. If he is, the issue is unlikely to be resolved for a long, long time."

■ **Employer discontent is building up in Denmark** and expressing itself in an exodus of Danish capital; this is the result of the Government's policy of economic democracy—a proposal for setting up a labour-controlled fund, financed by compulsory employee contributions and using the money to buy up to 50 per cent of share capital. Foreign investors are shying away, and a number of large firms are beginning to move some or all of their operations abroad. Meanwhile, the Danish Parliament has approved the right of workers to appoint two representatives to the boards of all companies with 50 or more employees. The new law will take effect on January 1, 1974.

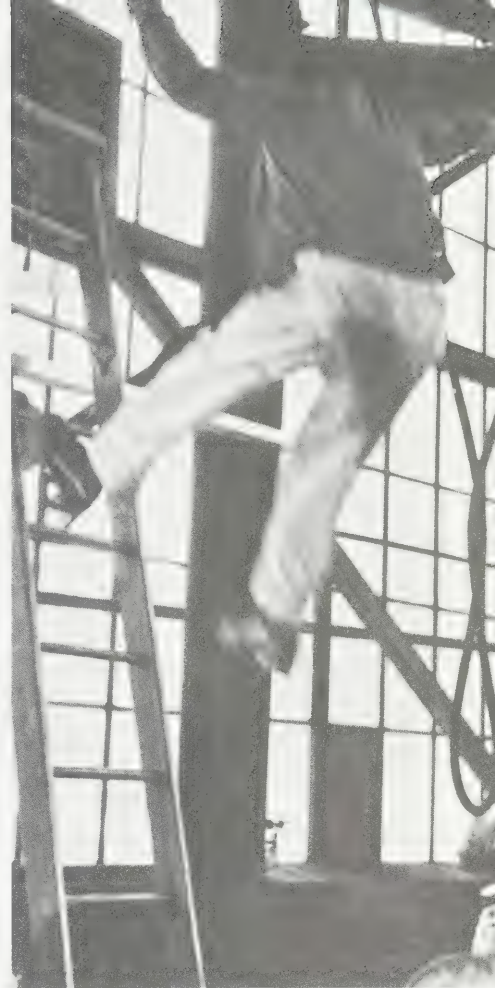
■ In France, **Prime Minister Pierre Messmer has promised to speed up the introduction of worker participation in the country's factories,** but it appears that one group of workers has stolen a march on the Government. After being told that their company was bankrupt and faced closure, 1,300 workers at the Lip watch factory in Besançon took over the firm's production themselves, shutting out the management. Within a week they had received the full support of the French labour movement. Other factories throughout France are threatening to take similar action.

■ **Firing can be a costly affair in Europe.** This is what a Brussels-based firm of management consultants found out in an eight-month, four-country study of employment laws relating to the hiring and firing of executives. The study, commissioned by Management Counsellors International, was carried out in Belgium, France, Germany and Italy by a team of American- and European-trained lawyers and personnel specialists. They discovered that the nations concerned provide stringent protection for executives who are fired. Also, employment contracts protecting executives against being fired are increasingly common in the area.

Firing normally requires up to two years' notice plus substantial cash payments. For example, individual awards equal to two years' total pay have been made to foreigners terminated in Belgium. Local courts tend to treat foreign residents as locals and give credit for all years of service an employee

has had with the company, worldwide. But costly firing isn't limited to Belgium. A U.S. company recently fired three men at its Italian subsidiary—an American, an Italian and a Frenchman. Each had been with the subsidiary for less than three years, but under Italian law, each was given severance credit for all service with the parent company anywhere in the world. Each man had, in fact, served the parent concern elsewhere. The settlement ordered by Italian authorities gave each man seven months' pay because he had received inadequate notice of termination, plus one month's pay for each year of employment anywhere in the world with the parent company, up to a maximum of 10 years' pay, plus six weeks' pay for each year of service over 10 years.

■ **The contention that most accidents on the job are caused by worker carelessness has been challenged.** In *Bitter Wages*, the report of Ralph Nader's Study Group on Disease and Injury on the Job, reference is made to two studies on industrial accidents. One study, conducted in 1910, showed that although 90 per cent of accidents resulted from some form of human failure, 88 per cent of these could have been prevented by proper management supervision. A 1967 study of industrial injuries in Pennsylvania



concluded that about 26 per cent of accidents in that state were caused by worker carelessness.

The report also attacks the statistics compiled by the Wisconsin Department of Industry, Labor, and Human Relations. Commissioned by the U.S. Department of Labor, the Wisconsin group sent out forms to be completed solely by employers and asking only whether the employee was intoxicated, failed to use a safety device, or did not obey rules. Nader's group claims that such a form allows employers to foster the belief that industrial accidents are caused by careless employees rather than hazardous conditions.



F. A. Acland

50 YEARS AGO

■ The 1923 September issue of **The Labour Gazette** reported that F. A. Acland, Deputy Minister of Labour since 1908, was relieved of the duties of that office in order that he might be free to apply himself to the duties of King's Printer, an office that he had held since June 15, 1921. Acland had had the longest term of Canada's Deputy Minister of Labour. Following are some of his reminiscences of personalities and events during his years of office—some-

times referred to as the pioneer years of the Department of Labour.

"My connection with the Department of Labour began on March 1, 1907, when I assumed the duties of Secretary of the Department. Mackenzie King, who had been

Deputy Minister since the inception of the department in 1900, when it consisted of little beyond **The Labour Gazette**, a monthly magazine with an extensive corps of correspondents representing every city or extensive community in the Dominion, was expected to vacate the position shortly and enter public life. I was to succeed him as Deputy Minister; that was the unwritten understanding and it was carried out in due course." (Acland recalls declining a 1905 invitation to join the department.) "My life had been spent in newspaper work in which I had perhaps earned some reputation. I was at the time living in Winnipeg for **The Globe** and writing of the vast developments under way in Western Canada. Moreover, I was 45 and it seemed a little late in life to make so radical a change.

"In the fall of 1906 a strike occurred in the coal mines at Lethbridge, Alberta. These mines largely supplied all southern Saskatchewan and the strike caused an extensive shortage in that region. There was much public excitement. Mackenzie King wired me at Winnipeg asking if I would go with him to Lethbridge to assist in the negotiation of a settlement. I knew something of the situation and was acquainted with the parties concerned. I agreed, and when a settlement had been negotiated King renewed his request that I would join him in Ottawa, and I agreed to come on the first of March, 1907.

"Sir William Mulock (Canada's first federal Minister of Labour) had, by this time, moved on to the high judicial side of his notable career and the office of Postmaster General was in the hands of the Hon. Rodolphe Lemieux, the Department of Labour, however, continuing with the Postmaster General. Mackenzie King was compelled to be much away from Ottawa at this time and I came frequently into contact with Lemieux and found him a delightful gentleman to work with.

"It was just at this time (1907) that the Industrial Disputes Investigation Act, 1907, was being enacted; King was of course the real author of the measure, but the legislation was so much before the House of Commons for details and was handled always so tactfully by the Minister that it came to be described by the press and the public as the 'Lemieux Act' and I have always thought that Lemieux found some pardonable pride in having his name thus popularly associated with this important statute.

"Unless my memory is at fault, the first Conciliation Board established was concerned with a strike of longshoremen at Montreal a few weeks after I became connected with the Department. King was away from Ottawa at the time and the Minister asked that I would personally look into the situation and see if the dispute could not be referred to a Board of Conciliation under the new statute.

"That sounded a simple proposition. It meant one crowded meeting after another of excited workmen, and several gatherings of shipowners, though here there was less evidence of excitement. At the employee gatherings, the French-speaking were in the great majority, and in endeavouring to explain the new statute I ventured into French, though I had never previously attempted to address an audience in French. The audience was kind and gave me a little cheer and, to put the matter briefly, after two or three somewhat noisy gatherings the men agreed to resume work and have the dispute go to a Board of Conciliation; the employers had already agreed to this course.

"Among the important officers functioning in the Department when my connection with it began was R. H. Coats, at the time editing **The Labour Gazette**, and destined, in later years, to acquire fame as Dominion Statistician. He and I had been Toronto confreres on **The Globe**, probably about the same time that Mackenzie King had sought a brief experience in journalism, trying it out both with **The Globe** and with **The Mail**, though it was, of course, with **The Globe** only that he fell for a few months under my limited jurisdiction as city editor.

"Mackenzie King received a nomination to Parliament, the constituency being that of North Waterloo, which embraced his native town of Berlin, long since known as Kitchener. He retired from the Civil Service and I succeeded him as Deputy Minister of Labour; however, destiny had decreed a period of rough waters for Mackenzie King. Sir Wilfrid Laurier's brilliant Cabinet of 1911 was heavily defeated at the polls and King was out of Parliament for some years.

"The Hon. T. Crothers, who became Minister of Labour under Sir Robert Borden's premiership,

made no important change in policy, and work in its various branches was continued much along the lines which had been laid down.

"The first Great War, however, was looming in the distance and, like a sharp east wind, cut at new government activities ... most of us had sons or daughters or brothers or sisters at the Front or near it, and it was an aid to them to carry on at any useful work at home.

"Two Ministers in turn who had been active trade union leaders succeeded each other in office, during the years that followed, Senator Gideon Robertson and James Murdock. It was, I think, under the regime of the Hon. Senator Robertson that I carried on for a while as Deputy Minister of Labour and also as King's Printer, keeping my office in the Department of Labour. No particular difficulty was found in carrying on in this way, save that it was obviously impossible always to give quite requisite attention at all points. When a little later on, Murdock replaced Senator Robertson as Minister, the Minister preferred that the Labour Department and the Printing Bureau should not be tied and the Government decreed that the Printing Bureau should revert to the Secretary of State. In the re-arrangement, I continued as King's Printer and was succeeded as Deputy Minister of Labour by H. H. Ward in 1923.

"I may say that during my 26 years of service with the Government, 17 with the Department of Labour and nine with the Department of State, I served under 16 different Ministers."

PHENOMENON OF THE DECADE: THE PSAC—NOW CANADA'S LARGEST WHITE-COLLAR UNION

BY JACK WILLIAMS

The Public Service Alliance of Canada qualifies, on several counts, as one of the phenomena of the labour movement in Canada during the past decade. In the seven years of its existence, the PSAC has won recognition as a major union. It represents the largest number of white-collar workers of any union in Canada and it has established itself solidly beside the other organizations that comprise the labour movement in this country. In the area of collective bargaining, it has gone from nothing to the completion of complex agreements covering a majority of federal employees.

Claude Edwards has been President of the Alliance since its formation. A former school teacher and later a federal government employee, he is, both in appearance and manner, a far cry from the rather distorted image many have of a union leader. He looks like a conservative business executive, and the briefcase tucked under his arm seems almost to be part of his anatomy. His conversation carries an air of quiet but confident efficiency; he seldom raises his voice. But, executive-type though he is, Edwards holds and freely expresses strong opinions about union matters. He is rated by many as one of the more forward-looking union leaders in the country.

His education was directed toward teaching. Born in Toronto, he attended the Toronto Normal School, Queen's University at Kingston and the University of Toronto; and he taught in Toronto

and in Northern Ontario. Then came World War II and he left the classroom to serve with the Royal Canadian Air Force in Britain and on the Continent. After the war he joined the federal public service with the Department of Veterans Affairs, and it was then that he became active in the Civil Service Federation, holding several offices and being elected president in 1962.

That put him in line for the presidency of the Public Service Alliance of Canada when it was formed in 1965 as the result of a merger involving the Federation and the Civil Service Association of Canada. Like most mergers, it did not come easily. The Federation was an 80,000-member organization with a 60-year history. It was vertically structured with a number of department groups as affiliates, each of which retained its autonomy. The Association, which had 30,000 members, was, on the other hand, built on the One Big Union idea with the power at the top and flowing from there down to the locals. This meant that a merger involved not only melding two organizations, but two very different systems of structure and operation. Many meetings were held and Edwards, because of his key position, played an important role.

Circumstances were on the side of the merger advocates. In 1963 the Liberal Government, in a minority position, promised to introduce collective bargaining for the federal service, something the employees had long sought and which had been urged by the labour movement. The ties between federal employees and the union movement were tightened in August 1965 when the Civil Service Federation voted to affiliate with the Canadian Labour Congress. By that time collective bargaining for the federal service was on the horizon.

In 1963, the Government appointed an investigative committee under the chairmanship of Arnold Heeney, who himself had a distinguished record in the federal service. The committee's report, recommending bargaining rights, was brought down just before the country experienced its first major postal strike. The adoption of bargaining became a foregone conclusion, and this was a major factor in the completion of the merger and **the birth of the PSAC in November 1966. Four months later, legislation was adopted and for the first time federal government employees had the right to bargain collectively.**

The employees of each department constitute what the Alliance terms a "component." The Alliance is the central organization, the body, as Edwards describes it; and the components are the arms and legs.



Claude Edwards

In general terms, **the components are responsible for looking after the interests of their members at their actual workplace, and the Alliance itself is responsible for bargaining and for dealing with problems that may flow upward because of their broad implications.** The PSAC's constitution provides that a component must have not fewer than 1,500 members, though there is an increasingly strong opinion that this number is too small. Altogether there are 17 components, the largest being that of National Defence, with 25,000 members.

Bargaining is conducted nationally and on an occupational basis. Every component whose members are involved is entitled to repre-

sentation on a bargaining committee, which formulates policy and appoints a negotiating team of five or seven to engage in the actual negotiations.

Because this structure did not exist before 1966, the people involved, on the government (or employer) side as well as in the Alliance, had practically no experience in collective bargaining. "We started from scratch," Edwards explained, "it was an experience quite novel to both sides. We had talked about wages and we had made presentations, and had been doing some of the things that many unions do in obtaining research and so on; but actually bargaining and arguing it out across the table, and possibly working through to an impasse and a mediation situation; well, that was something different.

"I think the pressures that are sometimes generated in the initial stages of bargaining were not fully understood by both sides. We had to start from nothing to write an agreement with perhaps 150 or 160 different clauses and that was a tremendous responsibility for both parties. In the general trades agreement, for example, we had to provide for 18 subgroups of trades in 36 different pay zones. And when these people came into collective bargaining they all had to be reclassified from 1,500 or 1,600 job titles and names into 72 occupational groups. There was a tremendous job of reclassification to fit people in, establish the salary, negotiate new salary levels, fringe benefits and so on."

At that time there were some 115,000 to 120,000 people involved; **now the PSAC bargains for 140,000 of the 200,000 federal employees who come within the scope of the bargaining legislation.** The blue-collar-type jobs include practically every trade; and there are two professional groups, teachers and accountants. (Most other professionals are represented by the Professional Institute of the Public Service of Canada. Postal employees also are in organizations outside the PSAC).

The largest part of the Alliance membership is support staff—clerks, stenographers, telephone operators, data processors, junior administrators, office equipment operators and such classifications. When the Alliance goes in to bargain for clerks it is speaking for a group of 35,000. About 70 per cent of the membership is in what are generally regarded as white-collar occupations, and Edwards naturally has a keen interest and some views on the matter of white-collar union relationships. He is also vice-chairman of the White-Collar Committee of the Canadian Labour Congress.



"There has been and there still is a **fundamental difference in outlook between white-collar workers and blue-collar workers,**" he says. "White-collar workers tend to not be as militant in their demands, and they tend to identify more with management, or at least prospective management. The old Horatio Alger myth is not yet dead; many still expect to arrive at the top. The blue-collar worker doesn't think of his future in those terms, and to that extent there is a difference in attitude.

"But now I think this is changing. **The white-collar worker is finding that he has fallen by the wayside because he has not been more demanding,** and he is beginning to see that those who are getting results are those who are organized and who have someone to speak collectively for them.

"I think more and more we are going to find white-collar workers becoming organized and becoming more demanding; and I don't mean demanding in an unreasonable way, but demanding in regard to the protection of their interests.

"This is even true of middle-management, and they are the really forgotten group. It is important to these people that they have some form of recognition and the ability to act collectively. **The biggest group in the public service in which there is resentment is that of the people in the personnel community, because they cannot be represented in the collective bargaining situation.** They are at the tail of everything.

"But generally I don't think the differences in outlook, attitude and identification are nearly as marked as they were 15 or 20 years ago. There have been changes in our culture. The level of education of the whole work force has gone up. People who share higher levels of education, though they may be in different lines of work, tend to share interests in extra-curricular activities. There is a very great blurring in what used to be a traditional break in the relationship between white- and blue-collar workers."

In its bargaining relationship with the federal Government, as the employer, the Alliance is confronted with the differences that exist in bargaining in the public and the private sectors. Edwards feels that some of these differences are quite fundamental: "There is a different set of motives, if you like, as far as the participants are concerned. **The Government is largely in a monopoly position;** it doesn't have to worry about losing markets, but it does have to worry about the provision of service in some circumstances. It's not like General Motors, however, or another company that knows that if it has a strike it may lose a lot of its business to Ford or someone else. Moreover, you haven't got that old factor of the balance sheet; that is, if you supply something and it isn't being produced then the profits go down, and the shareholders complain and everyone starts zeroing in. We don't have that at the bargaining table with the Government.

"The option of continuing with a strike puts a lot of power in the hands of the Government as the

employer; but of course this is minimized by the fact that public pressure tends to be on the Government to get a settlement. The public usually doesn't get too upset if the Ford Motor Co. has a strike. But if the air traffic controllers go on strike and the planes don't fly, there is a real problem and you get these tremendous pressures from public opinion, which may favour the strikers initially because the Government is looked on as big and all-powerful; but you have to gauge that balance of public opinion very carefully because you can lose it; and if you lose public opinion then you are in the position of just negotiating with the people who make the law. This means that you can expect the law to be changed in compliance with public opinion, and you can wind up with more repressive laws than you started with. You can lose both ways."

There has been what seems to be a never-ending argument as to the relative values of binding arbitration or conciliation followed by the right to strike. **The record indicates that a majority of Alliance members have favoured arbitration**, and Edwards says reports that there has been a marked swing from this position to conciliation and the right to strike have been somewhat exaggerated.

"There has been some change," he explains, "but not a great change. We have had people swing back and forth. They have had a bad arbitration decision and they think next time round they would prefer to go for conciliation and the right to strike. Then they get into a conciliation situation that becomes a little dicey and they are prepared to go back to arbitration. I have always recommended to our people that though they may seek arbitration, they should not give up the right to change to conciliation and possibly a strike—sometimes they may want it. One of the things that tends to improve the level of arbitration decisions is the knowledge that in the background there is that choice."

The views of the PSAC President on strikes in so-called essential services are clear-cut: **"I think we have to be prepared to accept some measure of control in essential services on the basis of safety and security; but not on the basis of public convenience.** I have no hesitation in rejecting the idea that just because the public is inconvenienced you should rule out the matter of a strike. The strike is meant to cause inconvenience, that is the whole purpose. But if it is a case of the security of the



country or the safety of individuals, then that has to have pre-eminence over the use of strike power. Public opinion will demand this. Otherwise you are not only going to have injunctions, you are going to have ad hoc legislation and eventually removal of the right to strike, and then you are back where you were but with less power than you ever had."

Edwards feels strongly that there should be greater effort, on the part of labour as well as others, in seeking improved methods of dealing with disputes. He freely recognizes the special problems of protecting the interests of workers who, because of the essentiality of their occupations, are deprived of the freedom enjoyed by others to take strike action.





"I don't know what the answers are; but we've got to work much harder at preventive mediation and in looking for other solutions," he says. **"Arbitration as a means of trying to deal with the problems of, say, hospital workers is not good enough. You are taking the 'have-nots' and you're comparing them with the 'have-nots' somewhere else; and consequently you get no improvement. We've got to work harder to try to find some answers, and there has got to be a difference in the outlook of governments. In some instances you have boards and commissions tied down by fixed budgets. These budgets are usually related to the services provided by ordinary wage earners; but the people who charge a fee for their service have what seems to be unlimited access to the public purse for any amount they want to charge. This is a socially undesirable situation and I don't blame the hospital workers for threatening all kinds of things."**

Edward's desire for a more active search for better bargaining methods extends beyond what are generally regarded as essential services: **"I think there is a feeling, and it is not confined just to the white-collar group, that we should be seeking alternatives to the strike. I don't think we have found any yet; but we should be more active in looking. Sometimes we tend to become victims of our**

own environment and experience, and **some people try to relate everything to what happened 15 or 20 years ago.** We have got to be prepared to experiment, not only for the public good, but for the good of our unions. I get extremely worried about the public image of unions' always going on strike, always creating problems, always defying the law. We know that isn't true; but the fact that so many people believe it's true creates an atmosphere that leads to more repressive measures. I think we should be actively seeking new methods, even on a controlled experimentation basis in selected areas. At least let's try something; let's not be hidebound."

The Public Service Alliance is already experimenting on its own with flexible working hours. Edwards is careful to point out that fewer hours of work per week remains a high priority objective, but he is ready to consider variations in what have become accepted as standard hours. **"We talk about making work more interesting and giving the employee a greater sense of fulfilment,"** he explains. **"There are jobs that are designed to allow for some adjustment and we should be prepared to experiment in this area. In our organization we are doing it with**

flexible hours, which may do a great deal to accommodate the different needs of individuals. There are certain core hours when everyone must be on the job; but apart from that period, some may prefer to start work earlier while others may prefer to work late. Some people, because of their family responsibilities or other reasons, may like a long lunch break. **Different people have different needs and interests.** I think employees are likely to get much more enjoyment from their work if we can provide this sort of flexibility. We are going to be cautious, but we are ready to experiment."

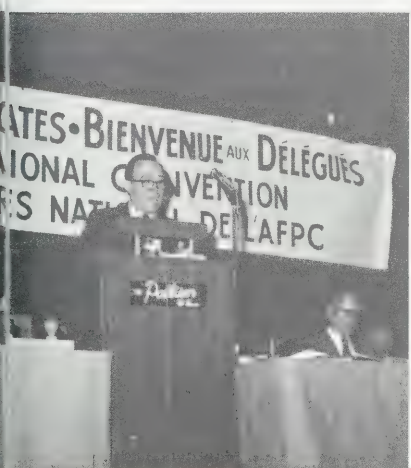
Outside the area of collective bargaining Edwards sees a need for broadening labour's horizons both with regard to public service organizations and unions generally. He has views on political matters, a sometimes touchy subject for government employees: **"I think there is a need for public employee organizations to become more politically aware, and their members should be more politically conscious and ready to support a political party that gives some backing to their ideas, without necessarily becoming affiliated to any particular party. We have never favoured identification of our organization with a party; and that remains our policy; but I think our membership must be much more politically aware and vocal as far as political decisions are concerned."**

"I don't think all the good issues are the property of any one party and I think organizations such as



ours should be ready to accept the good issues and reject the bad ones, regardless of where they come from. By focusing attention on particular issues, it is possible to raise their priority status."

Edwards' views on the future of the labour movement as a whole are summarized in these words: "**I think labour's role is changing, and we have to exhibit more leadership in the field of social issues.**"



I think we have to be much more concerned about, and more active in relation to the unorganized people in the community who now have to shift for themselves. There are very few people looking after their interests. We are going to have to be much more community-minded, and we are going to have to show a greater interest." And what about those who are saying that unions have outlived their usefulness? "That's nonsense. There is still a tremendous need for unions. We need them as much as we ever did; but maybe for a whole lot of different reasons. There is a great need to protect the economic interests of working people, because under our system there is no one else to protect those interests."

(Jack Williams was born in Bradford, England, in 1907. At the age of four he came to Canada with his parents and settled in the St. Catharines, Ontario, region where he attended public and high schools. He worked for thirteen years with the **St. Catharines Standard**, then joined the staff of Canadian Press in 1941 as labour specialist in the Ottawa Parliamentary Press Gallery. In 1946, Williams became Public Relations Director for the Canadian Congress of Labour, remaining in that post until its merger in 1956 with the Trades and Labour Congress to form the Canadian Labour Congress. He then became Public Relations Director of the CLC and, from 1970 until his retirement in 1972, was editor of the CLC magazine **Canadian Labour**. The opinions expressed in this article, which is the third in a series on Canada's top labour leaders, are those of the author, and do not necessarily reflect the views or policies of either the Canada Department of Labour or the Canadian Labour Congress.)

THE SPIRALLING COST OF PENSIONS: AN EXECUTIVE VIEW

"The cost explosion of pensions to companies is going to be enormous," according to an article in the June number of **Executive**, a Southam Business Publication. This explains why many companies enlist the services of outside financial experts and entrust their pension operations to more senior executives. Canadian National Railways and Canadian Pacific, for example, strengthened their pension administration last spring before entering contract talks with eight unions representing 55,000 non-operating employees. "Aside from the usual complaints about wages, the unions are particularly upset by the way the railways administered the \$1.2 billion in their pension funds," the magazine claims.

Executive points out that for most companies, **management's share of the bill is going up faster than employees' earnings.** Studies by the Thorne group of consultants and accountants reveal that in 1961, average company spending on pensions and related welfare programs was 6.5 per cent of payroll; by 1971, the proportion was 9.2 per cent.

Pensions today are based on some form of a final averaging plan. Many companies calculate the

pension base by averaging an employee's best five years' wages in the final 10 years of service, the magazine explains. So many percentage points of this base are granted for every year of service. These calculations are becoming increasingly expensive, however. "In 1965, for example, only 50 per cent of all private pension plans in Canada granted 2 per cent pension units for each year of service; by 1970, the latest year for which national statistics are available, about 65 per cent of all companies were granted 2 per cent units, the maximum fully deductible for tax purposes under federal law. With unions increasingly concerned about the impact of inflation on their retired members dependent on fixed incomes, this trend is likely to continue.

"Moreover, as inflation digs into the North American economy, the final average wages used as the pension base may escalate more rapidly than in recent years," the article continues. "Under law, companies are responsible for setting aside each year sufficient funds to finance the pension liabilities they will face when their current workers retire. The contributions will be based on assumptions about how much an employee's wages will increase by the time he retires and how much the value of the assets held for him will appreciate. Rapidly rising wages can only put pressure on companies to raise their contributions now or to get better investment performance from their pension funds.

"Inflation also hits in another way. Many companies periodically review the pensions now paid to retired workers. When they are able, they increase the benefits paid to offset inflation. Pressures are building up, however, to build in automatic escalation provisions that would automatically increase pensions in step with the cost of living. Few companies now do this, but since 1971, federal public service employees have enjoyed benefit escalators. A year later, in the June 1972 budget, the Government also escalated the basic old-age pension."

It is likely that the Government's example will encourage many employees to ask their employers to do the same thing. But an automatic escalation of pension benefits by 2 per cent a year could add 15 per cent to the cost of a pension over an employee's lifetime, says **Executive**. "What's more, since the employer would have to add more to pension reserves previously set aside for past service, the annual increase in costs could well be 25 per cent. And, unless employee contributions are also increased in contributory plans, the company's costs could rise as much as 50 per cent.

"The strain of keeping abreast of pension responsibilities is already pinching the profit margins of many companies, far more than some of their executives realize," the magazine observes. "In 1962, for example, pension contributions cost Westinghouse Canada \$475,000. By 1972, the tab had climbed to \$3,975,000—an increase of 736 per cent in the 10 year period. The increase seems even more astronomical when compared with the company's 88 per cent increase in sales in the same period and a 58 per cent increase in its assets. Profits in 1972 were only \$4.2 million."

There are three ways a company can ensure there is adequate money in the fund to cover its projected pension liability: through the employee's contribution, through the company's contribution, or through an increase in the value of the assets in the fund. The company wins if the value of the assets in the fund grows faster than projected pension liabilities. In such a case the company may use the excess to reduce its contributions or improve benefits where necessary. In either case, superior investment performance saves the company money.

"A company's contribution to its fund can be reduced as much as 20 to 25 per cent annually if the average yield on its pension assets—that is capital gains and income—can be raised by just one percentage point annually. Increasingly, more emphasis is being put upon equities and big capital gains. Ten years ago, most funds kept only about one third of their assets in stocks; today, the debt-equity balance is about even." But **the performance game can be dangerous,** Executive warns. "Canada's pension plans have combined assets worth about \$14 billion. A steady shift into equities

can only drive up the price of stocks, some to over-inflated levels that are bound to plunge. On even a more basic point, not every performance oriented pension manager can reap superior performance once the field becomes crowded. There are also accounting-cum-actuarial tricks that can produce almost instantaneous improvements in corporate cash flow. But the changes blowing through the pension field are much deeper than investment management and the solutions, if there are any, will be much more complex."

The pension crisis facing most companies goes much deeper than the investment challenge because it is forcing managers to define their personnel policies more precisely than ever before, the article explains. "Vesting rights are typical of the problems that cut across many lines and challenge many assumptions. Under the prevailing law in Ontario and most other provinces, employees must be given a fully vested share in their pension when they have completed ten years of service and are more than 45 years old. Once fully vested, both the employee's and the employer's contributions are held in the employee's name until he or she retires. If the employee quits before he is fully vested, he forfeits his employer's contribution. All he gets back is his own money, plus interest, usually about 3 per cent.

"This concept may have worked well 20 years ago when life-long employees were the rule for most companies," **Executive** comments. "But in today's increasingly mobile society, the average worker expects to change jobs several times. Challenging this approach, the Ontario Pension Commission has asked for comment on a proposal to cut the vesting formula to five years of service and 40 years of age. Earlier vesting rights would be expensive since more company money would be locked in. But there is no obvious corporate response." Unions seem to favour early vesting, but many white-collar employees resent having their own money locked up so early and unavailable for their own personal use until they retire.

This dilemma raises important questions: Is a company responsible only to those employees who remain with it long enough to retire or does it have a broader responsibility to help all employees provide for their old age? Are pension contributions nothing more than a form of deferred income that cannot be taken away? **"These pressures may force some companies to consider non-contributory pension schemes** in which the employee contributes nothing," the magazine concludes. "Such plans would provide all employees with a basic layer of uniform benefits, leaving them free to allocate their own money as they please. Instead of making a voluntary contribution to the company plan the employee interested in mobility could invest in a registered retirement savings plan that would stay with him regardless of where he works."

G.S.

THE VALUE OF EDUCATION FOR STABLE INDUSTRIAL RELATIONS

BY HEM C. JAIN

It appears that unions and their leaders, particularly those at the middle and lower echelons of the union hierarchy, are ambivalent toward labour education. I taught for two years at the Labour College of Canada, which is sponsored by the Canadian Labour Congress, McGill University, and the University of Montreal. In the 1969 annual report of the College, the principal pointed out that **"year after year, the number and union status of applicants is diminishing."** This may be owing partly to the fact that the program offered is too academic and broad, and partly because some union leaders fear that, if they send other members of their union to the College, these members, upon graduation, might pose a threat to their leadership, and eventually replace them.

To put the role of education as a contributor to stable industrial relations in its proper perspective, one ought to ask a few questions. Do we need stable industrial relations? Is industrial peace in the interest of all parties? Will the government become the new power figure if labour and management do not accept their responsibility for regulation of their own affairs. The answer to all three of these questions is "Yes."

In New Brunswick, the educational program for labour functionaries appears to be limited to occasional workshops, seminars, or tool courses. **One cannot help but assume that either members and local labour leaders are not sufficiently conversant, or they are not convinced of the necessity of labour education.** Labour education includes such elements as: (1) grievance handling; (2) effective communication within the hierarchy of labour unions, and between labour and management; and (3) developing competence among bargaining agents.

In my opinion, **the labour movement in New Brunswick needs workshops, courses and programs in which special emphasis is placed on the pressing need for improving the communication skills of labour representatives,** so that these representatives may increase their effectiveness in internal labour union administration, deal more competently with management and treasury department officials at the bargaining table, and conduct productive public relations.

What can the unions do? To begin with, union leaders at various union meetings could educate members about the necessity and importance of education, and inform them how educational opportunities would further the goals of both individual members and the union movement. Each local union or council of unions in a trade, industry or profession could conduct a survey of the education needs of its members with the assistance of the local director of education, or of the CLC, or of a qualified outsider. Courses in subject areas such as stewardship training, grievance procedure, arbitration, and contract negotiations could be held at technical institutes, high schools, and universities.

As an example of how such courses can be organized, let me illustrate from our experience at the University of New Brunswick at Saint John. In December 1972, the Saint John Building Trades Council approached the University of New Brunswick in Saint John to design a course for shop stewards. After an initial meeting with leaders from five unions in the Building Trades Council, a program planning conference was held. It was attended by four shop stewards from each of the five unions interested in taking the course. It was a productive meeting, because most of the ideas for the program and speakers came from the stewards. My experience tells me that, **unless people can identify their problems and concerns, and are eager to learn and improve their knowledge and skills, the success of any educational effort is in doubt.**

Trade union leaders must co-operate with employers, government and universities, and, in some instances, they must take the initiative in planning educational seminars and institutes designed to acquaint union, management and government representatives with the major social issues of our times. **Unions must enthusiastically provide financial support for such activities.**

What role can government play? In keeping with past traditions and practices, **government's role lies primarily in the regulatory and conciliatory domain.** The Government of New Brunswick must be congratulated for enacting progressive legislation, such as the new Industrial Relations Act, and the Lorneville Projects Authority Legislation. This new legislation recognizes the rights and obligations of both union and management. Many laymen and labour representatives, however, find it difficult to fully understand the legal implications of both statutes. One astute, highly respected observer of the labour scene in the province of New Brunswick put it this way: "Both statutes are bonanzas for lawyers, for as I understand it, it rarely happens that either labour or management appear before the labour-relations board in even the simplest cases without a solicitor. **Labour legislation**

should be more an enunciation of broad principles than rigid formulas, for when a real crunch develops, both labour and management, being merely human, will lean on a legal crutch rather than face up to their problems." I believe it is highly desirable to keep new legislation to a minimum, leaving the parties, to the greatest extent possible, to work out their own problems by mutual agreement.

As far as conciliation and arbitration of industrial disputes are concerned, most governments in Canada have relied almost exclusively on the services of judges and lawyers. Prof. H. W. Arthurs of Osgoode Hall Law School evaluates the role of lawyers in industrial relations in the following words: "It is true that many lawyers have contributed to the exacerbation of labour-management tensions by violent partisanship; their capacity for mischief is part of the folklore of labour relations. Because lawyers are skilled in the use of legal techniques, they frequently win critical battles before boards and courts, and leave behind a residue of resentment. This resentment is directed not only at law, but also at those who administer it—judges, board members, and lawyers."

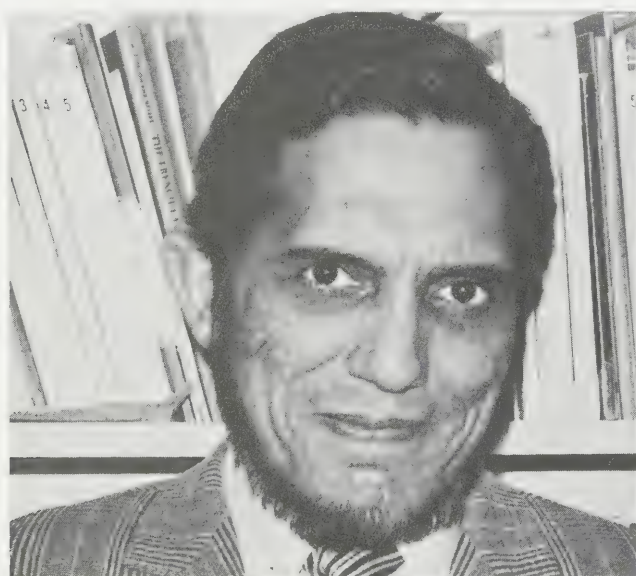
I believe that the labour movement has suffered to a large degree from the legalistic approach taken by lawyers and judges in arbitration. **It would be in the interests of the union movement to suggest to the provincial Government that it should sponsor educational workshops on the arbitration process, and on the impact of arbitration awards** on labour-management relations. The Government should invite lawyers (who have shown the ability to resolve conflicts by constructing compromises), university professors (who have expertise in labour relations and the behavioural sciences), and enlightened union and management leaders and government conciliation officers to attend such a workshop. By bringing these selected people together for the exchange of ideas and experiences, and by involving them in the actual decision-making process through simulation exercises, the government could ensure an adequate supply of talented and experienced arbitrators. Such conferences could minimize the antagonism between labour and management, and contribute to the improvement of our labour-relations climate.

The educational and training efforts of the Department of Labour appear to be limited to offering tool courses for its staff, occasional conferences, and financial assistance to a few of the management and union personnel attending courses sponsored by organizations outside the province. These efforts are commendable, in that they provide valuable knowledge in industrial relations. But, because most of

these conferences are open to the general public and are formal affairs, they do little to create a better labour-management climate, or to promote understanding between union and management in the province. It is equally doubtful whether such conferences bring about any changes in behaviour among the individuals sitting across the bargaining table.

Furthermore, there is a tendency on the part of labour, management and government officers to become so much involved in day-to-day administrative (fire-fighting) matters that it has become increasingly difficult for them to step back and look at things in perspective.

The Department of Business Administration at the University of New Brunswick in Saint John, the Saint John District Labour Council, and the Saint John Board of Trade have jointly submitted a proposal to the provincial Government to remedy this situation. **The proposal is designed to bring together individuals who assist in or influence the formulation of policy in the field of labour-management relations,** and to expose these individuals to a total-immersion educational experience spread over a week. We hope that, at the end of this educational experience, participants will have become aware that the problems of labour policy are so complex and various that there are no magic formulas for their solution. Trainees will develop their own capacities to analyze such problems, and to work co-operatively with other parties. If this educational experience can prevent even one strike, or reduce the number of grievances, then the effort is worth every cent that the Government and interested parties may invest in it.



H. C. Jain

In the final analysis, stable industrial relations depend upon the parties themselves. Better relationships can prevail only if union and management can learn to trust or at least respect one another, and to deal fairly with each other. It is apparent also that both parties can influence public policy by putting pressure on the Government to scrap much of its restrictive legislation, particularly if they are able to communicate openly in an atmosphere of mutual respect and tolerance.

(Prof. Jain is Chairman of the Department of Business Administration at the University of New Brunswick in Saint John. Last year, Dr. Jain was a Visiting Professor and Advisor to the Management Improvement Program of the Faculty of Management Sciences at the University of Ottawa. During the last 14 years he has conducted research and taught courses in Organizational Behaviour, Labour and Industrial Relations and General-Management.

Dr. Jain received his MS and Ph.D. degrees in Business Management from the University of Illinois. He is a Fulbright Scholar and recipient of many scholarships and research grants from Canada Council and other reputable organizations. He is the author of **Canadian Cases in Labour Relations and Collective Bargaining**, Longman, Canada, 1973, and is currently working on his second book, **Major Issues in Canadian Labour Relations, Public and Private Sector**. The opinions expressed in his article do not necessarily reflect the views or policies of the Canada Department of Labour.)

EDUCATION IN THE OUTPOSTS: THE WORK OF FRONTIER COLLEGE

BY JIM MACSWEEN

A railway gang in Manitoba, an Indian fishing settlement in northeastern Saskatchewan, and a farm community near a Nova Scotian mine all shared a unique experience last summer: Frontier College brought adult education and community organization to people there who are normally beyond the range of conventional educational institutions.

In Manitoba, a university student worked for the summer with a travelling labour gang repairing railway track. The men he worked with were recent immigrants or older workers with limited education, all speaking broken English. During the day, the young man worked as an ordinary labourer; but in the evenings he taught the basics of reading, writing and arithmetic to members of the gang who wanted his instruction.

At Kinoosao, an Indian fishing village near Reindeer Lake just on the Saskatchewan side of the Manitoba border, a young married couple ran the community's co-operative store during the day and offered courses at night.

In the farm community of River Hebert, near Springhill, Nova Scotia, a young woman worked for a local farmer during the day, then taught night classes to the families of coal miners and farmers in the area.

These three situations are representative of the work that Frontier College has been doing for over 70 years in all the provinces and territories of Canada. Any given summer, about 85 young men and women are to be found living in isolated settlements from Baffin Island to the Queen Charlotte Islands, from Labrador to northern Manitoba. With them goes a teaching kit and their enthusiasm, backed up by the experience that Frontier College has gleaned in so many years of adult education work.

In 1922 the Frontier College Act passed Parliament to make the College a corporation. Previously, the Reading Camp Association had been at work since 1899, laying the groundwork for the later formation of the College.

The traditional College representative has been the labourer-teacher. Placed in a job with the co-operation of an employer, the labourer-teacher works at manual labour during the day, then offers evening courses to the people he or she works with during the day. The courses offered centre mostly on English or French-language reading and writing, as well as basic mathematics; but any subject evoking enough interest will be covered.



As well as the labourer-teacher program, **Frontier College has representatives who are hired out on contract in situations where the labourer-teacher form of employment is inappropriate.** For instance, in the Northwest Territories a camp has been established to train northern residents in the use of heavy machinery. Frontier College originally hoped to place a labourer-teacher in the camp, but no suitable job was available. Instead, the College, by agreement with the Northwest Territories Department of Education, provides adult education by placing a College worker in the camp. He is a full-time teacher; Frontier College is responsible for training, supplying, and supporting him. There was a similar case in an Eskimo settlement near Frobisher Bay a few years ago. When a labourer-teacher position could not be found, Frontier College signed a contract to provide the educational service—a service that continues to this day.

Every worker joining Frontier College pledges to “promote education among Canadian working men and women and immigrants,” and this program is extended to include all members of workers’ families “above school-leaving age.” The above school-leaving age qualification is important because jurisdiction over education is in the hands of the provinces. **Frontier College, in fact, is the only federally char-**

tered institution of education, and is in existence only because the provinces did not oppose federal management of adult education when the College was incorporated.

At its inception, the College had the power to grant degrees, but in the late 1920s the Ontario government objected to this and cut off its annual grant until the College relinquished this right by asking Parliament to repeal Clause 10 of the Frontier College Act. College workers now refer students to provincial educational institutions for recognition of learning levels.

Before going out to their respective work sites, labourer-teachers commit themselves to a program outlining five general areas in which they will conduct their work: structured adult education, citizenship development, counselling (occupational and social), community development, and community recreation. They also pledge to adapt and improve programs and to act as resource persons to the local community. Week-long orientation courses are held in the College’s Toronto headquarters for workers before they go out into the field. Regional courses



are also offered in Calgary and in Montreal, where French-language labourer-teachers are briefed.

Preliminary counselling is given to representatives concerning their status while in the field. First, they are responsible to their employer during working hours, and must perform the work that is assigned to them. Second, they are responsible to any union to which they might belong. Third, and most important, they are responsible for the work of Frontier College in their off-work hours.

To carry out this educational function, **the College has found it best for representatives not to accept any position offered by union or management that would jeopardize their position of neutrality** in case of a dispute. Involvement in such cases might lead to a loss of trust in the representative, and further teaching would be impossible. Where this happens, or when a representative does not perform his or her duties, Frontier College reserves the right to withdraw that representative. To enforce this policy, and to provide support, **periodic visits to each work site are made by representatives of the College.**

Hiring for Frontier College takes place through Canada Manpower Centres, Student Manpower Centres, and by direct contact. Out of about 3,000 applicants each year, a comparative few are ever sent into the field, and for all of last year the number of labourer-teachers employed was only about 110.

Only seven of last summer's labourer-teachers were women, but the College is quick to point out that this was not because of any sex discrimination. Rather, unskilled jobs in isolated areas are usually filled by men, and labourer-teacher positions are not readily available to women. Those women who are hired by employers often find themselves in canneries or factories, the only alternative being placement on a contract basis.

A labourer-teacher is not paid wages over those earned in the labouring job, but is guaranteed \$75 a week for a minimum commitment of four months. In cases where wages are low, or a work term is short, the pay received by the labourer-teacher is supplemented to reach this level.



During the spring and autumn, the College recruits across Canada, preferring personal interviews at Manpower Centres or on campuses as the best means to choose candidates. Volunteers in each city do scheduling and screening in preparation for interviews by the College representative.

Experience, and not credentials, is sought, and applicants with a background in manual labour or adult education are more likely to be hired than someone with only academic qualifications. **Workers with a range of skills are preferred, and an ability to adapt and gain rapport with people**—important if a worker is to be successful.

Recently, the College has been emphasizing longer work terms. According to College President Ian Morrison, continuity is a major consideration in educational programs, and the availability of workers for longer periods of time has resulted in a shift away from hiring university students, who are available only between terms, and increased hiring of non-students who will work a longer time.

Morrison points out that the longer work term leaves labourer-teachers at a site long enough to become part of the community. He adds that the cost to train a person is the same whether the job is for a period of four months, six months, or longer; and by hiring for longer periods, the College hopes to lower its cost per labourer-teacher day of service to \$15 from its present \$17.



Administration is carried on from Toronto, where the College maintains its offices in a large, converted house. From here, contact is maintained with all work sites by mail, telephone, or telex. A weekly newsletter is also prepared and mailed out, keeping workers informed of the experiences of others in the field. The Toronto office serves as the distribution centre for education kits containing magazines, old school text books, and other aids sent out to help workers with instruction.

"Skeletal" is perhaps the best word to describe the permanent staff of the College. A 24-man Board of Governors, chosen from sectors of the community, donates time toward managing the College's affairs. Directly responsible to the Governors is the full-time President, Ian Morrison. He, in turn, has three officers reporting to him who attend to finances, the management of programs in the field, and the location of sites for future placement. There are other staff under these three departments, but the permanent staff still numbers only eight persons.

Financial support for the College comes from three main sources: the federal Government, provincial governments, and the private sector. At present, about one-half of the \$200,000 yearly income is from private sources, with the remaining \$100,000 derived nearly evenly from the two levels of government.

Since 1936, the federal Government has given a yearly grant: this money was formerly allocated by the Canada Department of Labour, but since 1966 the funds have come from the Department of Manpower and Immigration. In 1973, the College received \$50,000 in federal funds as a manpower development and utilization grant. Occasional federal support is received also in the form of Local Initiatives Program and Opportunities for Youth contracts.

Money from the provinces is usually allocated by departments of education, and is worked out on a per capita basis. For example, six labourer-teachers were placed in Manitoba in the 1972-73 fiscal year. Frontier College approached that province and asked for an amount for each worker to match the grant given by the federal Government. The federal grant was about \$500 a worker last year, so the provincial Government was asked for an equal amount. Prince Edward Island, New Brunswick, and Newfoundland are the only provinces that do not now grant funds to the College.

Other sources of income include trade unions, corporations, foundations, service clubs, student unions, and individuals. About 100 corporations donate to the College, ranging from mining companies and manufacturers to beverage companies and banks. Fifteen Canadian foundations also lend financial support.

Labour organizations that fund the College include the Canadian Labour Congress, the United Steelworkers of America, individual union locals, and many provincial federations. To last July 1, money to support the 1973 operations had been received from the federations in British Columbia, Alberta, Saskatchewan, Manitoba, Ontario, New Brunswick, Prince Edward Island, and Nova Scotia. The United Brotherhood of Carpenters and Joiners was notable in having several locals contributing to last summer's operations.



Aid from the Canadian Labour Congress to Frontier College takes three forms. First, the CLC has a policy of support for the College. Second, it extends financial aid. Third, the CLC Director of Education sits on the College's Board of Governors. The present Director, A. L. (Bert) Hepworth, has been active in both administering the College and soliciting support from CLC member unions.

In any event, it is clear that Frontier College will continue to provide educational and community services to isolated areas in Canada—places where it alone has been able to offer effective adult education programs. Changing demands may bring different means of providing that service, but **the need for Frontier College is likely to last at least another 70 years.**

For the future, the College hopes for more financial support from the two levels of government so that the federal Government, provincial governments, and private sources will each account for about one third of the College's annual income. This, according to Morrison, would give greater financial stability to the operations of the College by giving a more equitable source for operating funds.

THE CHANGING ROLE OF LABOUR EDUCATION IN CANADA AND ABROAD

"The role of the Labour College of Canada is at present under examination. Do we provide additional programs or do we maintain the status quo? The question can only be answered by a confirmation of confidence from the labour movement in the form of participation and financial assistance," according to Jean Bezusky. Writing in the Saint John District Labour Council Convention Journal, Bezusky, who is Associate Registrar of the Labour College, explained that, in her opinion, the College is a success "because many . . . graduates can be found in leadership positions throughout the union movement." But she noted that "personally . . . I think that the trade union movement does not realize, or is indifferent, to the potentiality of the Labour College. Besides the eight-week residential session and the correspondence course, the College could be holding conferences, post-graduate courses, and leadership seminars; in other words, it could be doing much more than it is at present, but the demand and the support for the expanded educational services must come from the labour movement."

ECONOMICS—A TOOL FOR TRADE UNIONISTS

"Trade union officials should be as visible on economics courses as management representatives," according to Professor S. B. Benton, lecturer in economics at the University of New Brunswick, also writing in the Convention Journal. On the last extension course he taught he had at least ten mature students from management but only one from the trade union movement, he noted. "Economics is by no means a dismal dull subject," he explained. "How can it be when it is based on human behaviour? In the tavern or barber-shop we argue the pros and cons of political, moral, religious or recreational subjects endlessly, but if we stop to look at each more closely, we'll see that nine times out of ten the subject is mainly economic. Taxes, Maritime union, freight rates, free grants, municipal amalgamation, the new social welfare package, even sex, have

their economic aspects." Benton answers an unqualified "yes" to the question—will a knowledge of economics make for a more effective union official? "Economics is the study of our whole economic system, and unions and collective bargaining are a part of that system . . . The economist studies how wage rates and labour costs are determined and the effects of changes in wage rates and labour costs on the competitiveness of the firm, industry, province and nation. Knowledge of economics, then, would give the unionist a background on which to base his arguments for higher wages and better working conditions. It would give him knowledge with which to counter management contentions as to the adverse effects of meeting the union demands. **Collective bargaining is an adversary technique, a battle technique," and a knowledge of economics increases the weapons available to the unionist.**

He points out that union officials are not concerned with only local wages and working conditions. As leaders of a very large segment of our society, they speak out on many provincial and national matters. To take a stand on them, to

make submissions about them, requires economic knowledge, he said. And there is nothing worse than a highly publicized stand that is quickly found to be incorrect—and a knowledge of economics can be protection against such a mistake.

He attacked a widely held fallacy that economics is all mathematics and beyond the grasp of those who left mathematics behind them, many years ago. "Professional economists use a great deal of math and develop very complex formulas in their attempts to develop proper policies or to trace through the effects of a change in government policy or even the impact of a new wage settlement." But the principles upon which these mathematical equations rest are not mathematics, he reiterated. "They are statements of human behaviour."

As an example, he pointed to the law of demand. "When prices were lowered, consumers bought more of the product. This consistent behaviour of consumers, they (economists) wrote as the law of demand: the quantity of a good demanded increases as its price is lowered."

He concluded his call for an economic education with the challenge "Try it, you'll like it."

LABOUR EDUCATION

One of the least known aspects of the Trades Union Congress in Britain is the "fantastic trade union educational program that has been developed throughout the years,"—development has been somewhat easier than in Canada, according to George H. Newell, writing in the same publication.

Newell, who is Atlantic Regional Vice-President of the Canadian Union of Public Employees, recently returned from a Nuffield Travelling Fellowship, where he spent six months in England. Newell pointed out some social advantages that the T.U.C. General Council enjoys over its Canadian counterpart, the Canadian Labour Congress: "In a unitary state, such as that in Britain, changes can be made within a much shorter period of time with far less obstacles to overcome than, for example, in a federal system, such as we have in Canada." He pointed out also that the General Council has, by far, much greater liaison between the National Union of Teachers in Britain than the CLC enjoys with the teachers' federations in Canada.

As well, **union organization in Britain reaches higher into the bureaucracy or organization than it does in Canada.** "For example, in the Civil Service, employees on a level equivalent to our Deputy Minister level are members of a union. In the private sector also, the trade unions organize to a much higher level." One other important point, Newell noted, is that "trade unions have a much longer history and are far more accepted in Britain than in Canada. **This pride of being a member of a trade union there is reflected in a general interest in educational programs.**" As an example, he described the T.U.C. Congress headquarters, opened in 1957. It contains staff offices and the facilities for the T.U.C. Labour College; classrooms; a theatre that is often used as a lecture hall for large groups; a large student lounge for relaxation and, "of course, serving the most famous English drink—tea." Adjacent to the college classrooms is the T.U.C. library, which contains all labour codes and laws of countries that have enacted such laws.

The front half of the building is set aside for the use of the trade union movement, with the balance, a normal office building, rented to a Swiss engineering firm. The revenue from the rental goes into a central trade union educational fund administered by the T.U.C. education committee and used exclusively for trade union education.

Newell concludes that, with trade union education on a higher level in Britain than in Canada, **there is also more opportunity for workers to participate.** There is greater use made of local educational facilities and there are full-time courses available at trade union universities; there is more money for scholarships from governments and trade unions; more day-release courses available for employees, with the employer paying the cost of courses; more co-operation between employer and trade unions in securing leave of absence for union leaders to organize courses; and greater assistance is given by other organizations to supplement trade union courses.

J. D. A.

THE NIAGARA EXPERIENCE: BLUEPRINT FOR LABOUR EDUCATION

There is a widely held myth that working people are not interested in education. But **since the launching of Niagara College's post-secondary education program four years ago, 325 workers have registered** in courses leading to the Certificate in Labour Studies. **Niagara's experience may provide the blueprint for successful future college labour education programs,** according to J. R. W. Whitehouse, Dean of the School of Community Education, Niagara College of Applied Arts and Technology, Welland, Ontario. Whitehouse, who was speaking to more than 400 trade unionists attending

the Annual Educational Institute at Centennial College, Toronto, emphasized the need for co-operation between the community, unions and the educational institution and spoke of the structure that Niagara developed to facilitate such co-operation.

Foreseeing an extension of union education into post-secondary institutions, he warned against possible conflict of interest, which might arise without ample planning: "College- or university-centered, co-operative, labour education programs must complement—not compete with—well-established short term and summer institute labour education programs," he cautioned. "An important pioneer step in this di-

rection was taken," he continued, "with the establishment of the Institute of Labour and Labour-Management Studies at Niagara College, and with the development of the union-oriented labour studies credit program." This is the first on-going college labour education credit program in Canada, and the criteria that Niagara established for its development could provide invaluable guidelines for future developments in college labour education, Whitehouse explained.

First, the college must be community-oriented. This means that it must endorse community service goals that will enable college administrators to respond to the educational needs of the trade unions within the community. Thus, while empathy and an understanding of trade union educational needs are required, there must also be a willingness and an ability to allocate finances and instructional resources to meet the very specific needs of trade union education.

It is essential that, in order to help identify these needs, **a labour studies administrative center be established within the post-secondary institution, and that it be staffed by professional labour educators.**

Secondly, Whitehouse continued, "The key to the success of any college labour education revolves around the form, responsibilities and status of **the joint college-labour advisory committee that must be established** to deal effectively with curriculum and program development; to recruit stu-

dents and underwrite—through scholarships—course fees, etc.; and to disseminate information on continuing and new labour education programs, courses and service activities offered by the college labour studies center.

The Labour Studies Advisory Committee in Niagara College includes representatives of six area labour councils and eight major unions; they must be named by the organizations participating; and **the Committee must have the full status of any other advisory committees in the College.** Niagara's committee is a standing committee of the Board of Governors.

Whitehouse believes that the trade unionist is not particularly interested in the curriculum content and the educational environment traditionally associated with the universities. "Tough, practical-minded trade unionists, matured by a wealth of life experiences" want labour educators who know how to talk—not talk down.

"For years, universities have ignored the advice of experienced labour educators," Whitehouse said. And if labour education is to be successful, **"we should be asking ourselves if the content, patterns and structures of labour education in Canada today are adequately responding to the needs of workers and their organizations."**

Most of the 325 trade unionists who have enrolled in the college's labour education program have been supported financially by local unions, labour councils or union area councils, Whitehouse said. And in March, the Institute began its first of "out-reach" labour education programs, using classroom facilities in Guelph's Conestoga College.

For a variety of reasons, not many colleges and universities will be able to respond similarly to trade union educational needs, Whitehouse believes, citing a shortage of finances and specialist instructional material. Even fewer universities will feel the need to adhere to the guidelines that Niagara has found so successful.

In concluding, Whitehouse delivered this challenge: **"The questions** concerning re-examination of trade union education goals and objectives; the establishment of new priorities consistent with new needs and problems; and trade union involvement in a new labour education tier, at the college level, **can only be answered by you."**

J.D.A.

SUMMER FOR STUDENTS '73

BY BONNIE CAMPBELL

Recent figures released by Statistics Canada highlight **the success of this year's federal and provincial summer employment programs for students.** There was a significant drop in student unemployment this summer as compared to last.

The biggest boost for the summer job market came from the federal Government's \$85.4 million "Summer '73" program that provided jobs for 67,000 young people in community-service employment. Another 10,000 were unpaid participants in group travel and language training programs. Secretary of State Hugh Faulkner said, "the main objective of 'Summer '73' was to create for students, temporary summer employment and activities that were socially useful and personally satisfying."



Largest of the federal government's projects was Secretary of State's **Opportunities for Youth**, a \$39.4 million program that created some 36,000 jobs. There were 4,334 projects approved by the department with an average cost per project of \$8,209. Barry Kelsey, a government official associated with the "Summer '73" program stated that **OFY, "was the Prime Minister's challenge to young people."** Emphasis was placed on those projects that provided community services and social benefits; a special effort was also made to involve young people from low income groups. Kelsey outlined a few of the Maritime OFY projects—noon-hour plays at a church hall luncheon, a day care centre in Bombay, Newfoundland, and in Charlottetown; participants in another OFY project gave folk concerts in Charlottetown's Confederation Square.

Other "Summer '73" programs included a youth hostel service, with a total of 125 Canada-wide hostels staffed by 1,000 students. Federal government departments co-ordinated a number of summer employment programs including the Department of National Defence Program providing militia and cadet training and civilian training, Health and Welfare Canada sponsoring street agency support and drug research, and the

Public Service Commission hiring students for both career and non-career oriented summer employment.

While the purpose of Opportunities for Youth was to "create" innovative jobs, Manpower and Immigration officials stated that the purpose of their program was "to facilitate the private market," and thus geared their advertising toward this sector. Canada Manpower had 196 student manpower centres staffed by 880 students. These centres provided information on federal, provincial and municipal job opportunities as well as those jobs available in the private sector.

A number of summer employment programs were also co-ordinated by the provinces. The Quebec government's program, "**Placement Etudiant du Québec**" included a cost sharing program with industry. The province paid half the salary costs for the first six weeks of employment to a maximum of \$45 a week, providing jobs for 8,000 young people. The Alberta Government subsidized a farm-hiring program by underwriting half the salary for any student who was hired as a farm worker at \$400 monthly.

Saskatchewan's Department of Culture and Youth sponsored a Youth Employment Service, YES that reimbursed employers half an employee's salary to a maximum of \$150 a month.



Asked if he perceived a trend toward subsidization of the private and agricultural sector in his department's summer employment program next year, a federal manpower official replied: "We are seriously considering it after examining the provincial governments' summer employment programs."

The Ontario government's program, "Experience '73", hired 7,000 students. Some of the "Experience '73" programs included Ontario Youth Summer Enterprises (OYSE), and Students Working in an Environment Enhancement Program (SWEET). In OYSE, students in groups of 20 were allowed to set up and operate their own small

business; and in SWEET the students worked on conservation and environmental activities.

None of the Maritime provinces had a cohesive summer employment program; a manpower official said that the high unemployment figures for the Atlantic regions are reflected in the search for student jobs. "There are never enough in the region." The B.C. Government spent \$20 million on a program which consisted mostly of civil service hiring. Manitoba hired 2,700 students for a variety of programs including demonstration projects, a community service program and a rural and urban Student Temporary Employment Program.

It is very difficult to co-ordinate the federal and provincial programs, Manpower and Immigration officials stated. "We try to plan with the provinces but when we approach them, they have not yet decided on a program. Quite often, their summer employment program seems like a last-minute thing."

Figures released from Statistics Canada show that the unemployment rate for students, 14 to 24 years of age, decreased in June 1973 to 11.3 per cent from 14.3 per cent in June 1972: there was an increased participation rate—from 33.4 per cent to 37.9 per cent in the same time period, with a slight increase in student population of about one per cent.

Although every student didn't have a job this summer—these figures show that all programs contributed to a brighter job picture for summer students.

This past summer, Ontario residents had a "SPIEL" (Summer Program Providing Information on Employment Rights for the Labour Force) to help them with their employment problems. Thirty-five students, from various sections of the province were hired for SPIEL as part of the Ontario government's Youth Secretariat Program, "Experience '73".

Ontario Labour Minister Fern Guidon said that the aim of SPIEL "was to increase the general public's awareness of the legislation, programs, and services available through the Ministry of Labour." He stated that it would also help the Ministry, "to identify gaps in legislation and to discover areas where the Ministry had been lacking in informing the public."

Working in teams of four, the students covered Sudbury, Thunder Bay, Toronto, Waterloo, Kingston, London, Windsor, Ottawa, and Hamilton, setting up their booths in shopping centres, exhibitions and malls.

For three days each week, they dispensed information about the rights of the worker contained in a pamphlet titled, **Working in Ontario**, which covered such topics as minimum wage laws, equal pay for equal work, hours of work, vacations with pay and maternity leave. They also administered a questionnaire for the Ontario Women's Bureau that examined the rights of women in the labour force. The remainder of the week was spent coding data from the questionnaire and analyzing the type of questions the public most frequently asked. The Ottawa area team reported that the majority of inquiries from the public had been in the areas of pregnancy leave, education opportunities for the unemployed, and workmen's compensation forms. "People were also confused about what constituted federal and provincial jurisdiction in terms of labour laws," said Paul Gervais, an Alonquin College student. Another member of the Ottawa group, Patricia Spice, a Queen's University student, said, "we tell people about things like pregnancy leave, wage legislation, regulation of



hours and what a person can do about unfair hiring practices. The number of people who don't know about their labour rights is remarkable."

Questions that the students were unable to answer were referred to the proper department of the Ministry of Labour. "We can usually direct people if we don't have the answers; we can usually tell them if they have a valid complaint or we can give them the name and phone number so that they can get help," said Bev Zinck, a Waterloo University student.

To prepare the students for the job, the Ministry sponsored a two week training period in Toronto; Ministry specialists lectured on such topics as industrial safety, employment standards, the Human Rights Code and Workmen's Compensation.

The students returned to school this month, having completed their summer project. It is now up to the Ministry to examine closely the data received from the summer program. If the Ontario Government takes positive steps "to fill in the gaps in its labour legislation" and informs the public about these changes, SPIEL will have proven itself to be a useful summer employment program.



INTERNATIONAL LABOUR CONFERENCE 58TH ANNUAL MEETING

"There will be less child labour in the world and less occupational cancer, better working conditions and labour-management relations on the waterfront, and a powerful new impetus for paid educational leave for workers, because of what you have done here," Director-General Wilfred Jenks told the 58th ILO Annual Conference, held in Geneva in June.

Replying to a debate on social policy by more than 200 speakers from all parts of the world, Jenks noted widespread support for the view that the ILO, with its unique government-employer-worker composition, has a vital part to play in encouraging support for enlightened income distribution; trade, monetary, and investment aid, and other economic policies.

These intensive discussions on the role of the ILO in influencing world economic policy "will be invaluable for the planning of our future contribution to ensuring that economic growth is directed to personal freedom and social justice." Jenks announced that he proposed to submit to the Governing Body, proposals for a comprehensive study of income distribution in the world, to be undertaken in co-operation with the other appropriate international organizations.



He said he intended also to submit proposals for an ILO contribution to the examination of relationships between inflation and social policy; for intensified co-operation with UNESCO on the relationship between education and employment; for studies of the social and economic effects of

advanced technology in developing countries, taking account of the need for rapid and balanced growth of the industrial and rural sectors; for intensified co-operation with the United Nations Industrial Development Organization on giving due emphasis to the social aspects of industrialization policies, ensuring that there is full co-operation with trade union and employer organizations in developing and in implementing such policies; and for intensified co-operation with the Food and Agricul-

ture Organization to promote full participation by the rural population in the revitalization of rural life.

"I propose to intensify our co-operation with the whole United Nations family with a view to ensuring, that dynamic social and full employment policies become an integral and tangible part of international economic, trade, investment, monetary and development co-operation policies."

The Conference had its problems he noted, some of them unresolved. "For the second successive year, the Resolutions Committee has been unable to consider the greater majority of the substantive resolutions relating to ILO programs that have been submitted to it . . . Perhaps there should be different rules and procedures for resolutions relating to worldwide program matters and resolutions relating to special cases . . . "Resolutions relating to particular countries raise some special questions . . . In the name of the reputation for integrity which won the ILO the Nobel Prize, **I implore the Conference to think many, many times before it abandons the tradition that it is not a tribunal . . .**

"For the Conference first to condemn and then call for an inquiry, the terms of reference of which would be to confirm such condemnation, would be to offend the principle of due process on which all our work relating to the implementation of Conventions rests . . .", Jenks said. "Has the time not come for the Conference to reconsider thoroughly, not in relation to any particular case that divides us, but on the basis of general principles that might unite us, how it should deal in future with matters of this nature?" he queried.

About 1,400 delegates and advisers from 116 of the ILO's 123 member countries attended the Conference. Participants included 95 government ministers. Charles Turner, MP, London East, represented the Canadian Government. While Canada has been an active member of the ILO since its inception, he pointed out, it has never ratified the Conventions of the organization en bloc, mainly because jurisdiction over Canadian labour legislation is divided between the federal Government and the provinces and their views have not always coincided. Of the 136 Conventions adopted by the ILO over the years, many are now out of date, he said. He urged the ILO to review its Conventions and weed out those that have become obsolete.

Bintu'a Tshiabola, Minister of Labour and Social Welfare of Zaire was elected President at the opening sitting. In his inaugural address, he stressed the urgent need for measures to increase the volume of employment throughout the world and called for "multiplication and amplification" of the ILO's World Employment Program. He also expressed his conviction that **the presence of the Chinese people within the ILO "will still further reinforce the action of this Organization** and contribute in a positive way to the search for successful solutions to the many problems with which the world of work is faced, and will foster international peace and security."

John Mainwaring of the Canada Department of Labour, Chairman of the Governing Body of the International Labour Office, spoke of the financial difficulties resulting largely from monetary fluctuations and inflationary cost increases, "which had resulted in substantial cuts and postponements in the previously approved program of activities for 1974-75." On the credit side, he noted that the ILO had steadily

been improving techniques for analyzing program activities and for identifying priorities.

The Conference received the "Ninth Special Report of the Director-General on the Application of the Declaration concerning the Policy of Apartheid of the Republic of South Africa." The Declaration, adopted by the Conference in 1964, asked the ILO to follow the labour situation in South Africa and report back each year. The Ninth Special Report says that **many white South African trade unionists are, for reasons of enlightened self-interest, pressing for the admission of Africans to registered trade unions.** Without the Africans, who represent more than two thirds of the South African labour force, the legally recognized trade union movement is condemned to a steady decline as an effective workers' grouping, the report observes. Pledges of full support were received by the Conference from the International Trade Union Conference on Apartheid and the International Organization of Employers for the ILO's campaign against apartheid.

The new Convention and Recommendation on the minimum age for admission to employment are intended to help abolish child labour throughout the world and improve conditions of work for young people. The international standards—in the form of a Convention supplemented by a Recommendation—adopted by the Conference on new methods of cargo handling are the first to deal directly with the organization of work in ports.

Preparatory discussions were held on an international standard for the control and prevention of occupational cancer and work will now go ahead with a view to the adoption next year of a Recommendation for the guidance of member states, employers, and workers. The Conference reached conclusions with a view to the adoption of an international Convention supplemented by a Recommendation on paid educational leave. As with occupational cancer, the conclusions will go to the governments of member countries for their observations before final consideration by the Conference next year.

The Conference set up a tripartite Committee to examine the application by member states of the LO's Conventions and Recommendations. A Committee was appointed to consider questions relating to the ILO's structure, in particular the procedure for the appointment of the Director-General.

A number of Canadian delegates attended the Conference. Government delegates were: William P. Kelly, Assistant Deputy Minister, Canada Department of Labour; John Mainwaring, Director, International Labour Affairs Branch, Canada Department of Labour, the representative of the Government of Canada, Governing Body of the International Labour Office, and Chairman of the Governing Body of the International Labour Office.

Government advisers and substitute delegates were: W. H. Barton, Ambassador and Permanent Representative of Canada accredited to the United Nations Office in Geneva; R. E. Anderson, Deputy Minister of Labour, Province of Nova Scotia; Judith Avrutick, Labour Standards Branch, Canada Department of Labour; Paul-Emile Bergeron, Assistant Deputy Minister of Labour, Province of Quebec; J. O. Caron, Third Secretary, Permanent Mission of Canada to the United Nations Office in Geneva; Guy de Merlis, Assistant Director, International Labour Affairs Branch, Canada Department of Labour; A. J. de Villiers Senior Medical Officer, International Health Directorate, Health and Welfare-Canada; Leonard Legault, First Secretary, Permanent Mission of Canada to the United Nations Office in Geneva; Carol Martin, International Labour Affairs Branch, Canada Department of Labour; The Honourable N. T. Nemetz, Justice of Appeal, Province of British Columbia; and Eamon Park, Labour Counsellor, High Commission, London.

Charles Turner, Parliamentary Secretary to the Minister of Labour was the member of Parliament attending. Provincial representatives accompanying the delegation were: Bertrand Bellemare, Commissioner, Workmen's Compensation Board, Province of Quebec; W. H. Dickie, Assistant Deputy Minister of Labour, Province of Ontario; Lucien Tremblay, Commissioner, Minimum Wage Commission, Province of Quebec; Jacques Vallée, Department of Intergovernmental Affairs, Province of Quebec.

The employers' delegate was Robert E. Heneault, Vice-President, Personnel, The Steel Company of Canada Limited; and his adviser and substitute delegate was W. H. Wightman, Manager, Industrial Relations Department, The Canadian Manufacturers' Association. Advisers were: G. H. Durocher, Director of Labour Relations, Canadian Construction Association; R. J. Gallivan, Manager, Personnel Services Group, Canadian Industries Limited; Mark Stein, President, Magil Construction Ltd.; and R. E. Wilkes, Executive Secretary, The Railway Association of Canada.

The workers' delegate was Joseph Morris, Executive Vice-President, Canadian Labour Congress, and Vice-Chairman, Governing Body of the International Labour Office; and his advisers were: Romeo Maione, Director, International Affairs Department, Canadian Labour Congress; Raymond Parent, Director, International Affairs, Confederation of National Trade Unions; Jean-Marc St-Onge, President, Local 375, International Longshoremen's Association; J. Carl Walsh, Special Representative, United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada; and Robert White, Administrative Assistant to Canadian Director, United Automobile, Aerospace and Agricultural Implement Workers of America International Union.

J.D.A.

BOOK REVIEWS

Canada and Immigration, Public Policy and Public Concern, by Freda Hawkins, McGill-Queen's University Press, Montreal and London; 444 pages.

Few Canadians are aware of the exact nature of our immigration policy or how immigration is managed. Dr. Hawkins' study, the first full-length work on Canadian immigration policy is an attempt to fill this current and serious information gap in Canadian politics by providing a record of 25 years of Canada's immigration management and analyses of the realities of political and bureaucratic control in this sector of public policy. Her study includes an examination of federal policies and programs, the federal-provincial relationship in immigration, the development of the overseas immigration service, and the struggle of voluntary agencies for government recognition and support. As well as statistical tables and charts, there is an appendix detailing, for the first time, the principles governing the selection of Canadian immigrants.

One of the foundations on which this study rests is the author's own experience as an immigrant arriving from Britain in 1955, and the knowledge acquired during many years' association with Toronto voluntary agencies concerned with immigration. In addition to being an Associate Professor of Political Science at the University of Toronto, Dr. Hawkins has recently been carrying out a special assignment for the Department of the Secretary of State as Director of its Immigration Programs Development Group.

Her analysis of the overseas immigration service concentrates on the internal administrative developments which have affected overseas operation and on the changing conditions and circumstances in which this service has operated. The material was drawn mainly from a series of interviews with present and former members of the overseas staff during her three tours of immigration offices in Europe. Descriptions of the location, the atmosphere and the furnishings of overseas offices reflect a humanist approach to the material.

Regional attitudes toward immigration are well contrasted. The author considers Ontario and Quebec as the only two provinces

whose immigration activity has been significant in the past 25 years. Ontario, where a very few influential politicians and officials have had strong convictions about immigration, has been more active than any other province. Quebec, where convictions of a different order have been equally strong or stronger, has played a negative role in immigration until a sudden awakening occurred in the early sixties to the political and economic advantages of an active immigration program.

Public discussion of immigration in Canada has centred on the problems of admission. But among the politicians and senior officials who were responsible for immigration policy, the major issue was the purpose of immigration and the proportion of national resources that should be devoted to its management and development. In the absence of a strong ideological conviction about immigration, either inherited from the past or deliberately developed by Government at the

outset, questions concerning immigration remained without a clear answer until 1966 when immigration was given a firm manpower orientation.

In addition to being clearly written and informative, the book gives evidence of being written out of a concern for people, be they immigrants, long-standing members of the Canadian community or officers implementing immigration policies.

P.M.

Right to Challenge; by John Herling; Harper & Row, Publishers, New York; 415 pages; \$16.

Metamorphosis is the theme of **Right to Challenge**—a book interpreting the history of the United Steelworkers of America between 1952 and 1970.

Starting with the takeover by David J. McDonald after the death of international president Philip Murray, the book follows McDonald's consolidation of power to become the dominating leader of the union until 1965. During those years, the union lost direction, according to author Herling, and while McDonald took pride in averting strikes within the steel industry, members took note of the modest gains at the bargaining table.

The alienation of the membership, combined with poor gains during negotiations, led to dissension among the rank-and-file members, as well as to challenges of McDonald's leadership. One early indication of disagreement with the leadership came at a 1956 convention when Canadian delegates defeated a bid to eliminate the office of an elected national director for Canada—the first time in Steelworker history that a proposal of the international leadership was turned down.

In the early 1960s, dissatisfaction with McDonald's leadership in-

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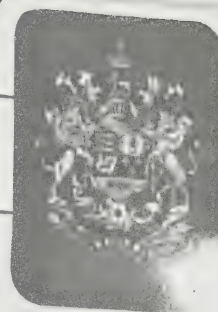
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creased, and a 1963 settlement with basic steel companies angered union members when management spokesmen referred to it as the lowest cost settlement since 1944. "With a few more such triumphs," commented one Steelworker official, "we could lose the entire war—and our union as well." The unfavourable settlement was blamed largely on McDonald's policy of "human relations" with the companies—a poor substitute, members felt, for hard-nosed bargaining.

In 1964, discontent reached its peak and Secretary-Treasurer I. W. Abel came to the fore as an alternative to McDonald. Pledging a return to democratic unionism and tough bargaining, Abel and his supporters succeeded in rallying enough support, including that of such Canadian Steelworker officers as William Mahoney and Larry Selton, to wrest the presidency from McDonald. A large part of the book deals with Abel's campaign to overcome charges of being "strike happy," and to displace McDonald.

In concluding his book, Herling claims that Abel's election put decision-making power in the hands of the international executive board for the first time. Under Murray, the executive board had been obedient, and under McDonald, complacent. Abel gave it the responsibility it was vested with under the constitution; Abel also cleared away the hierarchy that had insulated members from the leadership, Herling says, but Abel's most important accomplishment was his awakening of unionists to their larger role in a changing world. As one Steelworker said after Abel's victory over McDonald, "We won a chance to do more, now—and from now on."

Author Herling has been a Washington correspondent for more than 25 years, specializing in labour and social issues. His labour column appears in the **Washington Daily News**, and his **Herling's Labour Letter** has an international readership. A graduate of Harvard, he is a past president of the Washington chapter of the Industrial Relations Research Association.

J.M.

PRICE INDEXES

CITY CONSUMER, JUNE

Between May and June, consumer price indexes rose in all regional cities and city-combinations, with increases ranging from 0.5 per cent in Winnipeg to 1.1 per cent in Montreal. Food indexes advanced in all cities reflecting increased quotations for beef cuts, fresh produce, dairy products, particularly powdered skim milk, and convenience foods. Prices for food consumed away from home were also higher in many centres. Housing components rose in all cities, mainly because of increased tenancy and home-ownership costs and higher furniture prices. The clothing and transportation indexes advanced in all cities—the clothing component because of higher laundry, dry cleaning and shoe repair charges, and the transportation index in response to increases in the train and inter-city bus fares indexes, and higher prices for new cars, gasoline and motor oil. The components for health and personal care, recreation, education and reading, and for tobacco and alcohol registered mixed movements.

Regional consumer price index point changes between May and June were, on the base 1961=100: Montreal 1.5 to 139.2; Ottawa 1.3 to 145.3; Halifax 1.1 to 139.4; Toronto 1.1 to 143.6; Edmonton-Calgary 1.0 to 141.1; Saskatoon-Regina .9 to 135.7; Vancouver .9 to 140.4; St. John's .8 to 139.3; Saint John .8 to 139.6; Winnipeg .7 to 141.0; on the base 1969=100: Thunder Bay 1.0 to 114.2; Quebec City .9 to 113.9.

WHOLESALE, MAY

The general wholesale price index (1935-39=100) rose 0.4 per cent in May to 356.3 from the April level of 354.9. It was 16.6 per cent higher than the May 1972 index of 305.7. Seven of the eight major group indexes were higher, and one declined.

The non-metallic mineral products group index moved up 1.4 per cent in May to 248.9 from 245.5 in

April on higher prices for petroleum products, coke and pottery. An advance of 1.0 per cent to 316.4 from 313.2 in the textile products group index reflected price increases for woollen hosiery and knit goods, worsted yarns and cotton yarns. Slightly higher prices for grains and sharply higher prices for livestock and poultry feeds and vegetable oils and products resulted in an increase of 0.8 per cent in the vegetable products group index to 302.9 from 300.5. The iron products group index rose 0.8 per cent to 349.0 from 346.3 on price increases for hardware. Lesser advances were recorded in the non-ferrous metal products group index to 306.4 from 305.0 and in the chemical products group index to 255.3 from 254.5. The animal products group was virtually unchanged with a price decrease for pork offsetting increases in beef prices. The wood products group index declined slightly to 512.3 from 514.3, reflecting significant declines in certain lumber prices.

GENERAL TOPICS

EMPLOYMENT REVIEW, JUNE

In June there were 9,613,000 persons in the labour force, of which 9,110,000 were employed and 503,000 were unemployed, Statistics Canada reports.

EMPLOYMENT

On a seasonally adjusted basis, the level of employment continued to increase. In June it was 8,836,000. Employment for married men age 25-54 showed little change since March. After an increase in May, employment for married women age 25-54 decreased to the April 1973 level. For persons in the 14-24 age group, the employment level increased substantially to 2,319,000 in June from 2,275,000 in May. Regionally, the employment level increased substantially in Ontario. In British Columbia and the Atlantic Region the level increased slightly, and in Quebec it decreased. The decline in Quebec followed several months of strong increases. There was no change in the level of employment in the Prairie Region.

UNEMPLOYMENT

The seasonally adjusted unemployment level increased slightly by 6,000 to 491,000 in June after declining for five consecutive months mainly because of an increase in unemployment among persons age 14-24. The level of unemployment for married men age 25-54 continued to decrease, declining to 100,000. By duration, the short-term seasonally adjusted unemployment level (unemployed less than four months) increased and the long-term level decreased.

UNEMPLOYMENT RATE

The seasonally adjusted unemployment rate increased to 5.3 in June from 5.2 in May after decreasing for five consecutive months. It increased substantially in Quebec following a series of decreases. The increase concentrated among students entering the labour market for the summer months. The rate increased slightly in British Columbia and decreased in the Atlantic Region, the Prairie Region and Ontario.

By age groups, the seasonally adjusted unemployment rate increased slightly for persons age 14-24 after decreasing for five months. There was no change in the rate for persons 25 years of age and over.

PARTICIPATION RATE

The seasonally adjusted participation rate increased to 57.9 in June after remaining stable at 57.7 for the last three months. The rate for persons age 14-24 increased to 54.9 in June from 53.9 in May. The rates increased in Ontario and Quebec and other regions showed smaller changes.

There was an increase of 106,000 in the seasonally adjusted employment level for full-time workers and a decline of 31,000 in the level for part-time workers. The participation rate for students in June was 37.9 compared with a rate of 33.4 in June 1972 and 16.4 in June 1971.

U.S. EMPLOYMENT, JUNE

The seasonally adjusted unemployment rate was 4.8 per cent in June compared with 5.0 per cent in May; the actual rate of unemployment was 4.7 per cent compared with 4.3 per cent in May. The number of unemployed persons was 4,300,000 compared with 4,400,000 in the previous month. The civilian labour force was 90,414,000.

SEPTEMBER CREDITS

Photos. NFB: Cover, p. 587, 593, 613, 617, 625. Photo Features, Ottawa: p. 579. La Presse Ltée., Montréal: p. 580. The Public Archives of Canada: p. 585, 588. Chris F. Payne Photography: p. 592. Andrews-Hunt Photography: p. 593, 594. Brian Fenerty, Calgary: p. 591, 595. GEM Photographic Productions Ltd., Saint John: p. 600. The Canadian Press, Toronto: P. 612.

CONCILIATION

During June the Minister of Labour appointed conciliation officers to deal with the following disputes:

Canadian National Hotels Limited (Hotel Newfoundland), St. John's, Newfoundland and Hotel and Restaurant Employees and Bartenders International Union, Local 779 (Conciliation Officer: W. J. Gillies).

Atomic Energy of Canada Limited (Commercial Products), Ottawa, Ontario and Ottawa Atomic Workers Union, Local 1541 (CLC) (Conciliation Officer: K. Hulse).

Alcan Aluminium du Canada Ltée, Port Alfred, Québec and le Syndicat des Employés de l'Aluminium du Canada Ltée (Division du Transport) (Conciliation Officer: S. T. Payne).

Atomic Energy of Canada Limited (Whiteshell Nuclear Research Establishment), Pinawa, Manitoba and Canadian Union of Public Employees, Local 938, Nuclear Reactor Operators (representing hourly rate employees of the Operations Branch) (Conciliation Officer: A. E. Koppel).

Motor Transport Industrial Relations Bureau of Ontario (Inc.) and Motor Transport Industrial Relations Bureau of Québec (Inc.) (representing certain member car hauling companies under federal jurisdiction located in Ontario and Quebec) and Teamster Locals 938, 880 and 106 (Conciliation Officer: T. B. McRae).

Canadian Broadcasting Corporation and the Canadian Wire Service Guild, Local 213, American Newspaper Guild (Conciliation Officer: H. A. Fisher).

Don's Transports Cartage (Windsor) Ltd., Windsor, Ontario and Teamsters, Chauffeurs, Warehousemen and Helpers' Local 800 (Conciliation Officer: H. A. Fisher).

Kleysen's Cartage Co. Ltd., Winnipeg, Manitoba and Local 9-892, Oil, Chemical and Atomic Workers' International Union (representing a unit of employees at Esterhazy, Sask.) (Conciliation Officer: A. E. Koppel).

Atomic Energy of Canada Limited (Chalk River Nuclear Laboratories), Chalk River, Ontario and the Chalk River Technicians and Technologists, Local 1568 (CLC) (Conciliation Officer: K. Hulse).

Eastern Provincial Airways (1963) Limited, Gander, Newfoundland and International Association of Machinists and Aerospace Workers, Lodge 1763 (representing a unit of engineering, maintenance and station service employees) (Conciliation Officer: W. J. Gillies).

Atomic Energy of Canada Limited (Chalk River Nuclear Laboratories), Chalk River, Ontario and Chalk River Atomic Energy Draftsmen, Local 1569 (CLC) (Conciliation Officer: K. Hulse).

Peter's Cartage (Windsor) Limited, Windsor, Ontario and Teamsters, Chauffeurs, Warehousemen and Helpers' Local 880 (Conciliation Officer: H. A. Fisher).

Atomic Energy of Canada Limited (Power Projects), Sheridan Park, Ontario and The Sheridan Park Atomic Energy Draftsmen, Local 1645 (CLC) (Conciliation Officer: M. K. Carson).

Settlements by conciliation officers. Cornwallis Shipping Limited, Montréal, Québec and Seafarers' International Union of Canada (Conciliation Officer: J. J. de Gaspé Loranger) (LG, Aug., p. 560).

Robin Hood Multifoods Limited, Saskatoon, Sask., and Canadian Food and Allied Workers, Local P342 (Conciliation Officer: A. E. Koppel) (LG, Aug., p. 560).

Transair Limited, Winnipeg International Airport and International Association of Machinists and Aerospace Workers (representing employees in the maintenance department) (Conciliation Officer: A. E. Koppel) (LG, July, p. 492).

Transair Limited, Winnipeg International Airport and International Association of Machinists and Aerospace Workers (representing employees in the traffic department) (Conciliation Officer: A. E. Koppel) (LG, July, p. 492).

Eldorado Nuclear Limited (Mining and Exploration Division), Eldorado, Saskatchewan and United Steelworkers of America, Local 913 (Conciliation Officer: A. E. Koppel) (LG, July, p. 492).

Charterways Transportation Limited, Weston, Ontario and Canadian Brotherhood of Railway, Transport and General Workers (representing a unit of dispatchers and order takers) (Conciliation Officer: H. A. Fisher) (LG, July, p. 493).

Canadian Pacific Limited, Montréal, Québec and Canadian Pacific Police Association (representing Police Constables and Sergeants) (Conciliation Officer: G. R. Doucet) (LG, May, p. 334).

Canadian Pacific Limited, Montréal, Québec and Canadian Pacific Police Association (representing Security Guards and Security Guards—Firemen) (Conciliation Officer: G. R. Doucet) (LG, May, p. 334).

Disputes in which Minister of Labour decided to take no further conciliatory action under Canada Labour Code (Part V—Industrial Relations). Canadian National Steamship Company Ltd., Vancouver, B.C., and Canadian Merchant Service Guild, Western Branch (Conciliation Officer: A. A. Franklin) (LG, July, p. 492).

Radio Laurentides Inc. (CKJL), Saint-Jérôme, Québec and le Syndicat général des Communications, Section CKJL (Conciliation Officer: J. J. de Gaspé Loranger) (LG, July, p. 493).

Chapman Transport Limited, Kellowna, B.C., and General Truck Drivers and Helpers' Union, Local 31 and Teamsters Union, Local 213 (representing office employees) (Conciliation Officer: G. W. Rogers) (LG, June, p. 405).

Baton Broadcasting Limited (CFTO-TV), Agincourt, Ontario and Toronto Newspaper Guild, Local 87, American Newspaper Guild (Conciliation Officer: K. Hulse) (LG, June, p. 405).

Strike action following Minister's decision to take no further conciliatory action under Canada Labour Code (Part V—Industrial Relations). Canadian National Steamship Company Ltd., Vancouver, B.C., and Canadian Merchant Service Guild, Western Branch (strike commenced June 29, 1973) (see above).

Strike action following conciliation commissioner procedure. Air Canada and International Association of Machinists and Aerospace Workers, District Lodge 148 (representing employees of the maintenance, customer service and purchasing and facilities branches of Air Canada) (rotating strikes commenced June 2 and terminated June 19 with the mediation assistance of Bernard Wilson and R. N. Gray).

Conciliation boards established. CP Air, Vancouver International Airport, B.C., and International Association of Machinists and Aerospace Workers, Lodge 764 (representing maintenance employees) (LG, Aug, p. 559).

Bunge of Canada Limited, Québec, Québec and International Longshoremen's Association, Local 1739 (LG, July, p. 492).

Maritime Employers Association (acting on behalf of the Shipping Federation of Canada Inc.), Port of Halifax, N.S., and International Longshoremen's Association, Local 269 (LG, July, p. 492).

Maritime Employers Association (acting for and on behalf of the Shipping Federation of Canada Inc.), Port of Saint John, N.B., and International Longshoremen's Association, Local 273 (LG, June, p. 405).

Conciliation boards fully constituted. The Conciliation Board established to deal with a dispute between Aqua Transportation Limited, Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (Seamen's Section) (LG, Aug, p. 561) was fully constituted with the appointment of Prof. Joseph C. Smith of Vancouver as chairman. Prof. Smith was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee J. A. Pollock and union nominee Donald Garcia, both of Vancouver.

The Conciliation Board established to deal with a dispute between Aqua Transportation Limited, Vancouver, B.C., and Canadian Merchant Service Guild (LG, Aug, p. 561) was fully constituted with the appointment of Prof. Joseph C. Smith of Vancouver as chairman. Prof. Smith was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee J. A. Pollock and union nominee Donald Garcia, both of Vancouver.

The Conciliation Board established to deal with a dispute between Canadian National Railways and CP Rail (System) and United Transportation Union (T) was fully constituted with the appointment of R. A. Gallagher, Q.C., of Winnipeg as chairman. Mr. Gallagher was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee R. V. Hicks, Q.C., Toronto, and union nominee David L. McWilliam, Ottawa.

The Conciliation Board established to deal with a dispute between the Railway Association of Canada and Division No. 4, Railway Employees' Department, AFL/CIO was fully constituted with the appointment of Judge J. C. Anderson of Belleville as chairman. Judge Anderson was appointed by the Minister on the joint recommendation of the other two members of the Board, companies' nominee J. W. Healy Q.C., Toronto, and unions' nominee Adrian Villeneuve, Montreal.

Conciliation board report received. Great Lakes Pilotage Authority, Cornwall, Ontario and Public Service Alliance of Canada (LG, July, p. 493).

Settlement reached before board fully constituted. Royal Canadian Mint, Ottawa, Ontario and Public Service Alliance of Canada (LG, Aug, p. 561).

Settlement reached by conciliation board. Rio Algom Mines Limited (Nordic Section and Quirke Section), Elliot Lake, Ontario and United Steelworkers of America (LG, Aug, p. 561).

Settlements reached following board procedure. Great Lakes Pilotage Authority, Cornwall, Ontario and Public Service Alliance of Canada (see above).

British Columbia Telephone Company, Vancouver, B.C., and Federation of Telephone Workers of British Columbia (representing employees of Traffic, Plant and Clerical Divisions) (LG, Aug, p. 562).

Manitoba Pool Elevators; National Grain (1968) Limited; Parrish and Heimbecker Limited; Richardsor Terminals Limited; Saskatchewan Wheat Pool; United Grain Growers Limited and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, Lodge 65 (LG, Aug, p. 562).

Canadian National Hotels Limited (Nova Scotian Hotel), Halifax N.S., and Hotel and Restaurant Employees and Bartenders International Union, Local 662 (Mediator: R. L. Kervin) (LG, Aug, p. 562).

CP Rail (System) and Brotherhood of Locomotive Engineers (Mediator: M. K. Carson).

Radio Laurentides Inc. (CKJL), Saint-Jérôme, Québec and le Syndicat général des Communications, Section CKJL (Mediator: J. J. de Gaspé Loranger) (LG, July, p. 493).

CP Rail (System) and United Transport Union (T) (representing dining, café and buffet car employees) (Mediator: M. K. Carson).

Settlement by Mediator under Section 195. Canadian National Hotels Limited (Nova Scotian Hotel), Halifax, N.S., and Hotel and Restaurant Employees and Bartenders International Union, Local 662 (strike terminated June 18 with the mediation assistance of R. L. Kervin) (see above).

RAILWAY ARBITRATION

Five cases were heard by the Railway Office of Arbitration in May. In one, the grievance was allowed and in another, the grievance was judged beyond the Arbitrator's jurisdiction. Three were dismissed. Case 409 was not available.

Case No. 407. Dispute between the Canadian National Railway Company and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, over abolition of a claims inspector position, after it was advertised.

The company stated that, after the inspector position was bulletined, a review of the workload showed that a full-time claims inspector was not required. Certain functions were then assigned to other positions, and to a new position of clerk typist, a lower rated job.

The union, contending that the clerk typist performed the same class of work as the claims inspector, demanded re-instatement of the position, its award to the senior qualified applicant and compensation for wages lost due to the cancellation.

The arbitrator, in dismissing the grievance, said that the job of Clerk Typist was, in fact, not the same as Claims Clerk, and that the company had given the required four days notice of the cancellation of the position.

Case No. 408. Dispute between Canadian Pacific Limited (CP Rail-PA. Reg) and the Transportation-Communication Division of BRAC over the displacement of a dispatcher.

A diesel co-ordinator returned to his seniority district, displacing the junior permanent full-time dispatcher, who then displaced the junior part-time permanent dispatcher. The union contended that the diesel co-ordinator should have displaced the junior part-time permanent dispatcher and asked that the permanent dispatcher be reinstated with payment for wages lost. The company contended that the grievor, the junior full-time permanent dispatcher, had not been improperly displaced and, in any case, the issue was not arbitrable because it had not been processed within the time limits.

Originally there had been no time limits set on the presentation of a grievance or its processing; however, a new agreement established that unsettled grievances must be referred to arbitration within 28 days of the date that the new agreement became effective. Fifty-one days after the effective date, the union asked that the matter be referred to arbitration.

Although there had been an exchange of correspondence after the effective date of the agreement, the arbitrator pointed out that the correspondence was merely asserting the union's position and did not advance the grievance. He concluded that, in any event, the time limits were not complied with and thus the grievance was beyond his jurisdiction. The company's objection was sustained.

Case No. 410. Dispute between Canadian Pacific Transport Company Limited and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over the method used to calculate annual vacations due employees who work less than full-time.

The brotherhood contended that an employee required to work any portion of a day be credited, for vacation purposes, with a full day of cumulative service. The union sought to proceed directly to arbitration, without processing through procedure and as a union rather than an individual grievance.

The arbitrator pointed out that he has no jurisdiction to hear a matter that has not been properly processed, and in this case, the grievance had not been processed in accordance with the terms of the agreement. The grievance was dismissed.

Case No. 411. Dispute between Canadian Pacific Transport Company Limited and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over the award of a position to an employee with less seniority than another applicant.

An advertised position was awarded to an employee who was junior to an employee who had applied for it. The union contended that the senior employee should have been given the position and allowed a trial period in which to demonstrate her ability to do the work. It was suggested that her activity as a union representative may have prejudiced the company's view.

The company, on awarding the job to a person of lesser seniority, had, following the terms of the agreement, furnished the union with written reasons behind the choice.

The arbitrator said that, according to the agreement, the company must be shown to have made its choice "in an improper manner;" the union must then show that the grievor has sufficient ability and merit to fill the position. In the arbitrator's opinion, there had been no impropriety in the manner in which the choice was made and the union had not shown that the grievor had the required ability and merit. The grievance was dismissed.

Case No. 412. Dispute between Canadian Pacific Limited (CP Rail) and the Brotherhood of Railway, Airline, and Steamship Clerks, Freight Handlers, Express and Station Employees over wages paid to a clerk who was absent from work because of sickness.

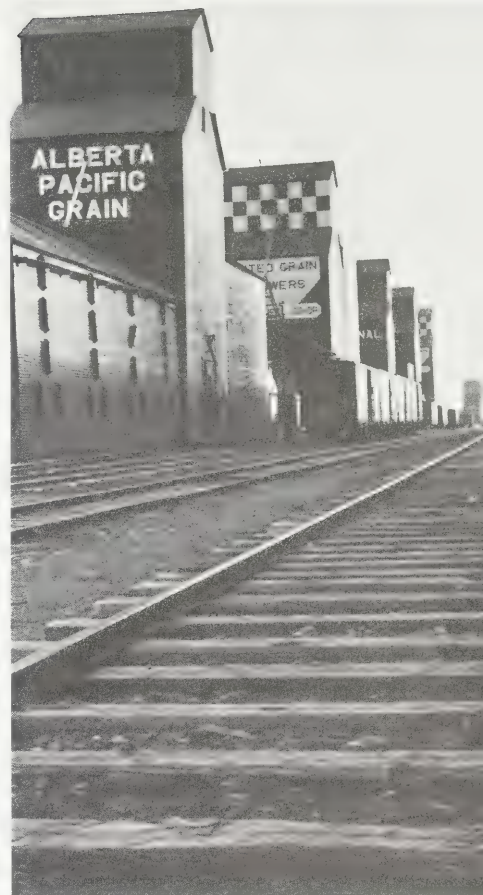
A clerk, absent on account of sickness, was replaced for two hours by a lower-rated employee, who was paid at a higher rate. The union contended that the clerk should have been paid his regular day's wages, less the additional amount paid to the person who relieved him for two hours.

The company, having paid a higher rate to the lower-rated worker who replaced the clerk, contended that the difference between the replacement's regular pay and that of the clerk constituted an additional expense.

The arbitrator pointed out that the union was claiming a lower payment than if the grievor had been at work the full day; thus there was no extra expense to the company, and according to the agree-

ment, the grievor is entitled to full pay provided that "the company is not put to additional expense on account thereof."

The difference between the lower rated employee's regular rate, and the rate he received while doing the grievor's job was said to be an additional expense to the company, the Arbitrator continued, and if the grievor were to receive the higher pay, the company would indeed have been put to extra expense. The company also contended that claiming the man's regular pay minus the time lost while he was on sick leave, the union was violating the agreement; but by withholding the full day's pay, "the grievor's pay is reduced 100 per cent, while the company effects a savings," the arbitrator said. "The general provision that pay not be reduced is subject to the overriding provision that the company not be put to additional expense." And, according to his interpretation of the agreement, the grievor is entitled to his regular pay up to the amount at which payment would represent an additional expense to the company. Accordingly, the grievance was allowed.



DECISIONS OF THE UMPIRE

CUB 3191. The represented claimants were laid off at the end of their shift on November 19, 1971. They had been notified on November 18, 1971 that their layoff was to take place on November 19. As the strike deadline was not announced until November 19, it is clear that the strike was not the cause of their layoff, as they were given notice of layoff before the strike was called, the Chief, Entitlement Determination of the Commission, stated.

The representative claimant is a member of Local 195, UAW. On November 22, 1971, he filed an application for benefit, stating that he was last employed as a mill hand from February 15, 1965 up to and including November 19, 1971, when he became separated from his employment because of a work shortage. A benefit period was established effective November 21, 1971.

According to the insurance officer's submission to the Board of Referees, a labour dispute existed at the premises at which the claimant was employed. He described to the Board the circumstances that led to the dispute, his findings and his considerations.

Background to the dispute. The bargaining agreement between the employer and the union expired September 30, 1971. During an interview on December 1, 1971, with the vice-president and general manager, and the plant manager, it was ascertained that negotiations concerning the terms and

conditions to be included in a renewal agreement began September 8, 1971. The union requested conciliation on September 10, 1971 and the conciliation officer from the Ontario Department of Labour met with the employer and union representatives October 21, 1971. He submitted a "No Board Report" on November 2, 1971. The international representative of the UAW confirmed the above information.

The vice-president and general manager said the main issues in dispute were wages, fringe benefits, rules and regulations. The plant manager gave the main points in dispute as all monetary matters, plant-wide seniority, job posting and transferring. He stated the union membership voted for strike action on October 22, 1971.

should negotiations fail and the union called its members out on strike on Sunday November 21, 1971. It was expected strike pay would be paid effective from November 28, 1971, contingent on participation in picket duty. First payment would be made on December 6, 1971.

The vice-president and general manager stated that 11 production workers, members of Local 195, UAW, were laid off at the end of their day shift, November 19, 1971, because of a shortage of work. He explained the cause for the shortage of work as follows: On the eve of the provincial election an unconfirmed rumour has been made public that the employer intends to close their . . . Plant, which he said was not true. The company manufactures tools for automotive manufacturers designed for a specific phase of the operation, which requires strict delivery dates. As a result of the rumour orders fell off rapidly and the company decided to ship all finished goods on hand November 19, 1971. He reported that if the strike had not occurred the employees would have been laid off that day, a Friday, because there would have been no work available Monday morning.

It is impossible to confirm that the rumour resulted from protracted discussions between the company and the union. The company believed the union was responsible for starting the rumours but union officials denied this.

The general manager called a meeting of all salaried employees immediately after the news article appeared in the paper, alleging the employer intended to close the plant, to inform them the newspaper information was incorrect, and, to the best of his knowledge, there was no intention to close the plant.

The employer was first aware of the strike deadline Friday November 19, 1971, and decided to ship out all the finished goods that same day because of the strike deadline and to maintain good relations with their customers.

The insurance officer stated that the dispute between the employer and the union resulting in protracted discussions concerning the terms and conditions of employment to be incorporated into a renewal agreement, is a labour dispute within the meaning of Sec. 44(4) of the Unemployment Insurance Act 1971.

An appreciable stoppage of work occurred at the premises involved when the employer, upon becoming aware on November 19, 1971, that the union intended to call its members out on strike at 12:01 a.m. on November 21, 1971, laid off 11 production workers at the end of their shifts on November 19, 1971.

As their loss of employment, whether the result of strike action and the withholding of their labour, or of the employer's action in effecting an earlier lay-off, was the direct result of the stoppage of work attributable to the labour dispute, the members of the grades or classes covered by the union become participants in the dispute.

It is clearly evident that members of the grades or classes covered by the agreement lost their employment because of a work stoppage attributable to a labour dispute at the premises where they were employed. They are, therefore, considered to be subject to disenfranchisement under the provisions of Sec. 44(1) or 63(1) of the Act. They have not proved entitlement to relief from disqualification under the provisions of Sec. 44(2) or 63(2) of the Act. Such claimants are subject to disenfranchisement or disqualification effective November 22, 1971, the commencement date of the stoppage of work or the commencement of their subsequent claim for benefit for the duration of the stoppage of work, the insurance officer said.

The insurance officer considers that the employer's action in laying off 11 employees, one of whom is the claimant, is directly related to the decision the employer made to ship all finished goods on hand on November 19, 1971, and that such decision would not have been taken had it not been for the employer's becoming aware on that day of the date of the impending stoppage of work. If it had not been for the prolonged labour dispute between the parties, there would have been a rapid falling off of orders, and there would have been no shortage of work.

The 11 employees laid off at the end of their shift on November 19, 1971 are considered to be an appreciable group of the total work force of 71 and an appreciable stoppage of work, therefore, would exist when their next normal shift would have begun on November 22, 1971. With the strike and the cessation of all production on November 22, 1971, a complete stoppage of work occurred. Therefore it is held that the claimant's loss of employment as of November 22, 1971 is the direct result of the stoppage of work. The claimant is subject, therefore, to disqualification.

The insurance officer notified the claimant on December 20, 1971 that according to Sec. 44 of the Act he was disqualified from receiving benefit from November 21, 1971, because he had lost his employment by reason of a work stoppage attributable to a labour dispute "at the factory, workshop or other premises at which he was employed." From this decision, the claimant lodged an appeal with a board of referees on January 18, 1972.

After settlement of the dispute, the insurance officer considered that there had been a reasonable work resumption at the employer's premises on January 31, 1972. As a result, the officer decided, on January 28, 1972, to terminate the period of disqualification relative to the work stoppage in this labour dispute.

The board of referees, by a majority, came to the conclusion that the claimant had lost his employment because of the work stoppage that occurred at his place of employment because of a labour dispute and that he had not proved that there was no participation, financing, or direct interest on his part, or on the part of any members of his grade or class of workers who, immediately before the commencement of the stoppage, were employed at the premises at which the stoppage was taking place. As a consequence, they decided to uphold the disqualification imposed by the insurance officer and rejected the appeal.

The dissenting member contended that the insurance officer's findings were filled with unjustifiable errors that resulted in the disqualification of the 11 men and, he believed, if accuracy had been practised, the case would not have been before the board. He also stated "... I submit to both the board and the appellants that the majority decision is in error as a result, perhaps, of misinformation on the part of the officer who submitted the report. For the board to ignore the rights of the appellants' eligibility for benefit would be comparable to genocide when whole groups are penalized because of their status whether involved or not, whether the situation is applicable or not.

"I submit that the decision of the board is not in the best interests of the appellants, the Commission, the board, or the Act, for I must believe that the Act was not written to penalize uninvolved individuals solely because of their past employer or their previous membership in a trade union.

"While I cannot instruct the appellants I believe that this particular case leaves much to be desired in light of the ruling by the board. It is probable that in the future, as a result of the majority and minority reports given in this case a review of the circumstances will be needed to clarify when and for how long a claimant continues to be a member of a class or group after a layoff regardless of his right to belong to a labour union."

On March 6, the interested union appealed to an Umpire on the grounds that when the board rendered their decision they failed to take into account all the evidence presented and the statements which were made in this case.

The Commission's Chief, Entitlement Determination, stated: "The only question at issue in this case is whether the claimant and others listed ... were laid off due to lack of work unconnected with the stoppage of work which arose from the dispute in which they were directly interested. The majority and minority members of the board of referees, who had the opportunity of hearing all the interested parties, have dealt in detail with the evidence that was submitted to them at the hearing. I do not consider it necessary to make any further observations except to refer to CUBs 1817, 2434 and 2434A, which appear to be relevant to the present case."

In his decision the Umpire said: "The essential issue is whether the represented claimants lost their employment by reason of a stoppage of work attributable to a labour dispute. There was a labour dispute at the premises concerned, in connection with which there were negotiations and numerous meetings during the period September 8, 1971 to November 20, 1971. The union requested conciliation in September. A conciliation officer met with the employer and union representatives and submitted a "No Board Report" in October. The union membership also voted in October in favour of strike action and a strike was called commencing Sunday, November 21, 1971. Picket lines were established on Monday morning, November 22. It is beyond question that the strike and picket lines caused a complete stoppage of work and that such stoppage was because of a labour dispute.

"But the represented claimants were laid off at the end of their shift on November 19. They had been notified on November 18 of their layoff to take place on November 19. The strike deadline was not announced until November 19, which was the day after the claimants were given notice of their layoff. It is clear, therefore, that the strike was not the cause of their layoff, for they were given notice of layoff before the strike was called.

"This brings us to the question—why were the claimants laid off? The proximate cause was lack of orders. There is evidence that a publicized rumour that the company intended to close its plant probably played a part in the lack of orders. There is also evidence that purchasing agents knew of the protracted and unsettled contract negotiations. In this respect one cannot overlook that negotiations had been going on from September 8, that there was a vote in October for strike action, and that there is no suggestion in the evidence that the lack of orders was due to purely economic conditions or seasonal factors or matters unrelated to the continuing labour dispute. I think that a reasonable inference from the evidence is that the lack of orders caused the layoff of the claimants and stoppage of their work at the plant and that all of this was attributable to the continuing labour dispute; and the stoppage of work was appreciable, having regard to the number of workers laid off when considered along with the total number of production workers.

"It follows that the essential elements warranting disqualification under section 44(1) were present, namely (a) loss of employment (b) by reason of a stoppage of work, (c) attributable to a labour dispute. The claimants were directly interested in the labour dispute and therefore cannot have relief under Sec. 44(2). The appeal, as a representative appeal, is dismissed."

PUBLICATIONS IN THE LIBRARY

LIST NO. 293

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. Please indicate the publication numeral and the month listed, when requesting loans.

BIOGRAPHIES—LABOUR LEADERS

1. Goulden, Joseph C. Meany. [1st ed.] New York, Atheneum, 1972. 504 p.

2. Sheridan, Walter. The fall and rise of Jimmy Hoffa. New York, Saturday Review Press [1972] 554 p.

COLLECTIVE AGREEMENTS

3. U.S. Bureau of Labor Statistics. Major collective bargaining agreements; administration of seniority. Washington [GPO, 1973] 59 p.

4. U.S. Bureau of Labor Statistics. Municipal collective bargaining agreements in large cities. Washington [GPO, 1972] 67 p.

COLLECTIVE BARGAINING

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LABOUR STATISTICS

Principal Items	Date	Amount	Percentage Change from	
			Previous Month	Previous Year
(in thousands)				
TOTAL CIVILIAN LABOUR FORCE*				
Week ended June 23, 1973		9,613	+ 3.0	+ 5.1
Employed.....	June	9,110	+ 3.0	+ 6.2
Agriculture	"	515	+ 0.4	- 4.1
Non-agriculture	"	8,595	+ 3.2	+ 6.8
Paid workers	"	8,056	+ 3.8	+ 7.2
At work 35 hours or more	"	7,343	+ 3.9	+ 6.2
At work less than 35 hours	"	1,337	- 6.8	+ 2.7
Employed but not at work	"	430	+ 25.4	+ 18.1
Unemployed	"	503	+ 2.0	- 11.4
Atlantic	"	56	- 17.6	+ 7.7
Québec	"	189	+ 6.2	- 5.5
Ontario	"	150	+ 12.8	- 21.5
Prairie	"	45	- 13.5	- 10.0
British Columbia	"	63	+ 1.6	- 16.0
Without work and seeking work	"	486	+ 2.5	- 12.1
On temporary layoff up to 30 days	"	17	- 10.5	+ 13.3
INDUSTRIAL EMPLOYMENT (1961 = 100)†	March	130.8	+ 1.2	+ 3.8
Manufacturing employment (1961 = 100)†	"	126.1	+ 1.0	+ 4.0
IMMIGRATION	Year 1972	86,787	-	- 7.7
Destined to the labour force	"	42,417	-	- 10.3
STRIKES AND LOCKOUTS				
Strikes and lockouts	May	138	+ 29.0	+ 26.6
No. of workers involved	"	40,500	+ 74.7	- 35.6
Duration in man days	"	535,020	+ 119.6	- 42.9
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†	March	157.44	+ 0.6	+ 7.9
Average hourly earnings (mfg.)†	"	37.6	+ 1.1	+ 8.7
Average weekly hours paid†	"	40.3	+ 0.2	+ 1.0
Consumer price index (1961 = 100)	"	145.7	+ 0.3	+ 6.0
Index numbers of weekly wages in 1961 dollars (1961 = 100)†	"	137.8	- 0.1	+ 2.8
Total labour income (Millions of dollars)†	May	5,310.0	+ 2.8	+ 12.9
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	May	212.7	+ 0.1	+ 9.4
Manufacturing I	"	209.3	+ 0.2	+ 9.2
Durables	"	242.5	+ 0.3	+ 9.5
Non-durables	"	183.0	+ 0.7	+ 8.8
NEW RESIDENTIAL CONSTRUCTION**				
Starts	May	19,453	+ 5.4	-
Completions	"	19,701	+ 41.5	-
Under construction	"	160,198	- 0.4	-

*Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.

†Advance data.

‡Preliminary.

**Centres of 10,000 population or more.

STRIKES AND LOCKOUTS

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to 10 or more man-days. The number of workers involved includes all workers reported on strike or lockout, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

STRIKES AND LOCKOUTS, 1968-1973

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1968	559	582	223,562	5,032,730	0.32
1969	566	595	306,799	7,751,880	0.46
1970	503	542	261,706	6,539,560	0.39
1971	547	569	239,631	2,866,590	0.16
1972	492	532	690,667	7,848,360	0.43
1972—May	57	109	62,854	936,540	0.59
June	66	127	131,278	1,214,620	0.75
July	42	100	94,666	1,104,230	0.71
August	34	86	36,209	617,060	0.36
September	45	95	33,340	462,470	0.32
*October	31	78	29,501	419,520	0.27
*November	37	92	32,703	368,520	0.24
*December	19	78	11,318	155,220	0.11
1973—January	30	89	12,318	186,830	0.12
February	31	91	16,048	201,110	0.14
March	36	88	19,024	242,870	0.15
April	46	107	23,185	243,680	0.16
May	68	138	40,500	535,020	0.32

† Preliminary. ‡ Revised.

STRIKES AND LOCKOUTS, MAY, 1973, BY INDUSTRY (PRELIMINARY)

Industry	Number Beginning During Month	In Effect During Month		
		Strikes and Lockouts	Workers Involved	Man-Days
Forestry	—	—	—	—
Lines	2	7	2,538	34,470
Manufacturing	41	89	30,737	425,810
Construction	5	8	2,561	38,270
Transportation and utilities	4	6	1,192	9,310
Trade	7	14	1,105	14,500
Finance	—	—	—	—
Service	6	11	2,189	9,960
Public administration	3	3	178	2,700
ALL INDUSTRIES	68	138	40,500	535,020

STRIKES AND LOCKOUTS, MAY, 1973, BY JURISDICTION (PRELIMINARY)

Jurisdiction	Number Beginning During Month	In Effect During Month		
		Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	2	5	2,015	30,740
Prince Edward Island	1	1	5	80
Nova Scotia	5	6	3,085	31,850
New Brunswick	1	3	327	6,160
Quebec	28	56	18,020	243,510
Ontario	16	34	12,204	160,680
Manitoba	5	7	1,236	13,190
Saskatchewan	1	5	346	3,470
Alberta	2	3	130	620
British Columbia	3	13	1,492	30,360
Federal	4	5	1,640	14,360
ALL JURISDICTIONS	68	138	40,500	535,020

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MAY 1973 (PRELIMINARY)

Industry	Employer	Union	Workers Involved	Duration in Man-Days	Starting Date	Major Issues
Location			May	Accu- mulated	Termination Date	Result
Mines						
METAL						
American Smelting & Refining Co., Buchans, Nfld.	Steelworkers Loc. 5457 and I.B.E.W. Loc. 674 (AFL-CIO/CLC)	570	12,540	30,780	Mar. 15 —	Wages—
Noranda Mines Limited, Geco Division, Manitouwadge, Ont.	Canadian Union of Base Metal Workers (CNTU)	412	9,060	14,000	Apr. 12 —	Wages, fringe benefits, holi- days—
Sullivan Mining Group Ltd., Division Cupra and d'Estrie, Stratford Centre, Ct� Wolfe, Qu�.	Steelworkers Loc. 15383 (AFL-CIO/CLC)	282	1,970	2,250	Apr. 30 May 10	Wages—75� an hr. increase over a 3-yr. contract.
NON-METAL						
Duval Potash Company, Saskatoon, Sask.	Steelworkers Loc. 7458 (AFL-CIO/CLC)	215	2,370	11,620	Feb. 28 May 16	Wages, job classification— 11% wage increase eff. May 15, 1973, 5% 2nd-yr., 3% the next three months over a 27- month period; other improved benefits.
Aluminum Co. of Canada Ltd., Newfoundland Fluorspar Div., St. Lawrence, Nfld.	Metallurgists' Miners and Chemical Workers Federation (CNTU)	330	7,260	13,860	Apr. 2 —	Wages—
Asbestos Corporation Ltd., Black Lake Mines, Que.	Metallurgists' Miners and Chemical Workers Federation (CNTU)	550	550	550	May 18 May 20	Alleged slowness in settling grievances—Return of workers pending negotiations.
Domtar Chemical Ltd., Sifto Salt Division, Goderich, Ont.	Chemical Workers Loc. 682 (AFL-CIO/CLC)	179	720	720	May 28 —	Wages, hours, fringe bene- fits—
Manufacturing						
FOOD AND BEVERAGES						
Dare Food (Biscuit Division) Ltd., Kitchener, Ont.	Brewery Workers Loc. 173 (AFL-CIO/CLC)	380	8,360	95,910	May 26 —	Wages, hours—
Bonavista Cold Storage Ltd., Bonavista, Nfld.	Food Workers Loc. 1253 (AFL-CIO/CLC)	357	5,950	42,250	June 29 May 25	Wages, hours, overtime pay, paid holidays—20� an hr. increase across the board in 1972, 20� an hr. in 1973 for all workers, 5� an hr. increase now for cutters.

TRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MAY 1973 (PRELIMINARY) (CONT.)

Industry			Duration in Man-Days		Starting Date	
Employer						Major Issues
Location	Union	Workers Involved	May	Accu- mulated	Termination Date	Result
B.C. Distillery Co. Ltd., Thomas Adams Distillers, New Westminster and Vancouver, B.C.	Distillery Workers Loc. 69 (AFL-CIO/CLC)	190	4,180	12,060	Mar. 1 —	Wages, pension plan, vacation—
Fry-Cadbury Ltd., Montreal, Que.	Commerce Employees (CNTU)	700	15,400	18,900	Apr. 24 —	Wages—
Canada Packers, Bramalea, Ont.	Food Workers (AFL-CIO/CLC)	100	100	100	May 1 May 2	Not reported—Not reported.
Molson's Brewery (Ontario) Ltd., Toronto, Ont.	Brewery Workers Loc. 304 (AFL-CIO/CLC)	325	650	650	May 14 May 16	Not reported—Not reported.
Old Dutch Foods Ltd., Winnipeg, Man.	Food Workers Loc. 520 (AFL-CIO/CLC)	115	1,500	1,500	May 15 —	Wages, hours, working condi- tions
J. J. Joubert, Montreal, Que.	Steelworkers Loc. 14,850 (AFL-CIO/CLC)	225	1,800	1,800	May 17 —	Not reported—
Boulangerie Diana Inc., Quebec, Que.	Commerce Employees (CNTU)	120	1,200	1,200	May 17 —	Wages, hours, overtime, other matters—
Pêcheurs Unis du Québec, Newport, Cté Gaspé-Sud, Qué.	Commerce Employees (CNTU)	249	2,240	2,240	May 21 —	Not reported—
Pêcheurs Unis du Québec, Rivière au Renard, Cté Gaspé-Sud, Qué.	Commerce Employees (CNTU)	289	2,600	2,600	May 21 —	Not reported—
Slack's Brøthers Ltd., Waterloo, Que.	Commerce Employees (CNTU)	270	810	810	May 28 —	Wages, working conditions—
UBBER						
Firestone Tire & Rubber, Joliette, Que.	Rubber Workers Loc. 790 (AFL-CIO/CLC)	300	6,600	14,700	Mar. 22 —	Delayed negotiations in a new contract—
EXTILES						
Aspen-Hill Ltd., Valleyfield, Que.	Textile Federation (CNTU)	140	1,400	5,320	Mar. 21 May 15	Not reported—Not reported.
Consolidated Textiles Limited, St. Hyacinthe and Joliette, Que.	Syndicat du Textile de Soie Inc. (CSD)	230	5,060	9,200	Apr. 4 —	Wages, 5-day work week—
WOOD						
MacMillan Bloedel Ltd., Red Band, B.C.	Woodworkers Loc. 1-217 (AFL-CIO/CLC)	190	4,180	45,600	June 19 —	Not reported—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MAY 1973 (PRELIMINARY) (CONT.)

Industry			Duration in Man-Days		Starting Date	
Employer		Workers Involved	May	Accu- mulated	Termination Date	Major Issues
Location	Union					Result
Canadian Forest Products, Huntting-Merritt, B.C.	Woodworkers Loc. 1-427 (AFL-CIO/CLC)	200	4,400	36,000	Sept. 13 —	Protest against the suspension of fellow workers for alleged slowdown—
Goodman Staniforth, Tee Lake, Cté Témiscamingue, Qué.	Carpenters Loc. 3057 (AFL-CIO/CLC)	243	3,400	6,960	Apr. 9 May 21	Wages, vacations—90¢ an hr increase over 3 years; improved vacation pay.
FURNITURE AND FIXTURES						
J. W. Kilgour Bros. Ltd., Beauharnois, Que.	Syndicat de l'Industrie du Meuble de Beauharnois (CSD)	160	960	2,080	Apr. 23 May 9	Not reported—Not reported.
PAPER						
Canadian Johns-Manville, North Bay, Ont.	Pulp and Paper Mill Workers Loc. 870 (AFL-CIO/CLC)	100	1,400	1,400	May 11 —	Not reported—
Somerville Industries, Scarborough, Ont.	Auto Workers Loc. 303 (CLC)	100	1,000	1,000	May 17 —	Not reported—
Associated Paper Mills, St-Laurent, Que.	Pulp and Paper Workers' Federation (CNTU)	115	460	460	May 28 —	Not reported—
PRINTING AND PUBLISHING						
Le Soleil, Quebec, Que.	Various unions	600	2,400	2,400	May 8 May 12	Alleged dispute over tech- nological changes—Return o workers when an agreemen was reached.
Four printing firms, Quebec, Que.	Graphic Arts International Union Loc. 509 (AFL-CIO/CLC)	120	960	960	May 15 May 28	Alleged slowness in contrac negotiations—Return of work when agreement reached.
Windsor Star, Windsor, Ont.	Various unions	150	1,800	1,800	May 15 —	Dispute over the introduction of new technology—
PRIMARY METALS						
Metal Industries Association (repre- senting four foundries companies) Vancouver area, B.C.	Steelworkers Loc. 6721 (AFL-CIO/CLC)	300	6,600	21,900	Feb. 16 —	Wages—
Ontario Malleable Iron Co. Ltd., Oshawa, Ont.	Steelworkers Loc. 1500 (AFL-CIO/CLC)	300	6,600	19,500	Feb. 28 —	Wages, shorter work week, pro- tective contract language—
Western Canada Steel Ltd., Vancouver, B.C.	Steelworkers Loc. 3302 (AFL-CIO/CLC)	300	6,600	16,200	Mar. 15 —	Wages, hours—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MAY 1973 (PRELIMINARY) (CONT.)

Industry	Employer	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues
Location				May	Accu- mulated	Termination Date	Result
	Atlas Steel Co. Ltd., (A division of Rio Algom Mines) Welland, Ont.	Steelworkers (AFL-CIO/CLC)	1,605	1,610	17,660	Apr. 16 May 2	Members not satisfied with proposal put forth by com- pany—32¢ an hr. increase 1st yr., 30¢ 2nd.-yr., 18¢ the 3rd.-yr.
	Sidbec-Dosco, Montreal, La Salle and Contrecoeur, Que.	Steelworkers various locals (AFL-CIO/CLC)	1,188	15,820	28,200	Apr. 21 —	Wages, fringe benefits—
	Sidbec-Dosco, Etobicoke, Ont.	Steelworkers Loc. 5927 (AFL-CIO/CLC)	250	4,500	6,600	Apr. 23 May 28	Wages fringe benefits—\$31 per wk. increase spread over three years; improved fringe benefits.
	Maritime Steel Ltd., New Glasgow, N.S.	Steelworkers Loc. 3172 (AFL-CIO/CLC)	115	120	240	Apr. 30 May 2	Alleged dispute over suspension of an employee—Return of workers pending discussions with union and company.
	Alcan, Arvida, Que.	Metallurgists' Miners and Chemical Workers Federation (CNTU)	200	1,000	1,000	May 3 May 10	Alleged grievance over job task evaluation—Return of workers pending further negotiations.
	Galt-Brantford Malleable, Brantford, Ont.	Molders Loc. 29 (AFL-CIO/CLC)	180	360	360	May 6 May 9	Not reported—Not reported.
	Alcan Canada Foils Limited, Scarborough, Ont.	CLC-directly chartered	142	1,560	1,560	May 11 May 28	Wages, fringe benefits—18% wage increase over a 2-yr. contract
	Maritime Steel & Foundries Ltd., New Glasgow, N.S.	Steelworkers Loc. 3172 (AFL-CIO/CLC)	125	1,630	1,630	May 14 —	Renewal of overall working agreement—
METAL FABRICATING							
	Locweld & Forge Products Ltd., Montreal, Que.	Steelworkers Loc. 2366 (AFL-CIO/CLC)	160	3,520	42,080	July 25 —	Not reported—
	Canron Ltd., Eastern Structural Div., Rexdale, Ont.	Structural Iron Workers Loc. 743 (AFL-CIO/CLC)	260	5,720	11,440	Mar. 29 —	Not reported—
MACHINERY							
	Borg Warner (Canada) Ltd., Byron, Jackson Division Scarborough, Ont.	Machinists Loc. 235 (AFL-CIO/CLC)	110	2,420	6,270	Mar. 12 —	Wages, pension plan, fringe benefits—
TRANSPORTATION							
EQUIPMENT							
	Canadian Shipbuilding and Engineering Ltd., Collingwood, Ont.	Steelworkers Loc. 6320 (AFL-CIO/CLC)	900	12,600	26,100	Apr. 7 May 21	Wages, fringe benefits—Wage increase according to job classification.
	Davie Shipbuilding Ltd., Lauzon, Que.	Metallurgists' Miners and Chemical Workers Federation (CNTU)	2,431	48,620	48,620	May 3 —	Alleged slowness in contract negotiations—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MAY 1973 (PRELIMINARY) (CONT.)

Industry	Employer	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues
				May	Accumulated	Termination Date	
	Location						Result
Marine Industrie Limitée, Tracy, Que.	Metallurgists' Miners and Chemical Workers Federation (CNTU)	2,642	25,100	25,100	May 17	—	Wages, hours, fringe benefits—
ELECTRICAL PRODUCTS							
Enterprise Foundry Ltd., Sackville, N.B.	Molders Loc. 140 (AFL-CIO/CLC)	240	5,280	6,240	Apr. 25	—	Wages—
Ferranti-Packard Ltd., Weston, Ont.	U.E. Loc. 525 (CLC)	168	3,700	4,370	Apr. 25	—	Wages, hours, job security other matters—
Northern Electric Co. Limited, Various locations, Ontario.	Various unions	5,600	88,520	88,520	May 7	—	Wages, cost-of-living allowances, pensions, vacations—
Northern Electric Co. Limited, Montreal area, Que.	Various unions	4,800	74,600	74,600	May 8	—	Wages, cost-of-living allowances, pensions, vacations—
*Northern Electric Co. Limited, Western Region, Canada.	Canadian Union of Communications Workers (Ind.)	650	5,850	5,850	May 18	—	Wages, hours, other benefits—
NON-METALLIC MINERAL PRODUCTS							
Asbestonos Corp., St. Lambert, Que.	Auto Workers Loc. 1469 (CLC)	176	3,870	6,330	Apr. 10	—	Not reported—
Various concrete companies, Ottawa, Ont.	Teamsters Loc. 230 (Ind.)	243	240	240	May 28 May 29		Not reported—Not reported.
Construction							
Construction Assoc. Management Labor Bureau (representing 53 contractors) Mainland, N.S.	Carpenters various locals (AFL-CIO/CLC)	1,600	28,800	28,800	May 7	—	Wages—
Winnipeg Builders Exchange (Mechanical Contractors Association) Winnipeg area, Man.	Plumbers Loc. 254 (AFL-CIO/CLC)	830	8,240	8,240	May 14	—	Wages, working conditions—
Transportation and Utilities							
TRANSPORTATION							
*CNR, Toronto, Ont.	United Transportation Union (AFL-CIO/CLC)	300	300	300	May 24 May 25		Protesting slowness in contract negotiations—Return of workers.

TRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MAY 1973 (PRELIMINARY) (CONCL'D.)

Industry	Employer	Union	Workers Involved	Duration in Man-Days May	Accu- mulated	Starting Date Termination Date	Major Issues Result
POWER, GAS AND WATER							
Nfld. Light & Power Co. Ltd., Various locations, Newfoundland.	I.B.E.W. Loc. 1620 (AFL-CIO/CLC)	385	4,620	4,620	May 15 —	Wages, hours—	
Trade							
Nine independent drug stores, Vancouver, Coquitlam and New Westminster, B.C.	Retail Clerks Loc. 1518 (AFL-CIO/CLC)	110	2,420	7,590	Feb. 23 —	Negotiating the first contract—	
Magasins Continental Ltée, Various locations, Saguenay-Lac St. Jean, Que.	Commerce Employees (CNTU)	235	4,470	6,820	Apr. 17 May 24	Wages, hours, seniority, working conditions—Wage increases, 3 weeks vacation after 3 years, 4 weeks after 10 years; improved sick leave.	
Seven automobile dealer companies, Thunder Bay, Ont.	Machinists Loc. 1120 (AFL-CIO/CLC)	191	2,170	2,170	May 7 May 28	Wages, fringe benefits—50¢ per hr. increase now, 25¢ Mar. 1, 1974, 25¢ Sept. 1, 1974.	
Dominion Stores Ltd., Winnipeg, Man.	Retail Clerks Loc. 832 (AFL-CIO/CLC)	184	2,610	2,610	May 11 —	Demand for a jointly administered trusteeship pension fund—	
Provigo Inc., Sept-Îles, Que.	Commerce Employees (CNTU)	220	160	160	May 22 —	Not reported—	
Service							
EDUCATION							
Halifax County Municipal School Board, Halifax County, N.S.	Nova Scotia Teachers' Union	1,160	1,160	1,160	May 25 May 28	Alleged dispute over teaching conditions—Return of teachers, settlement not reported.	
HEALTH AND WELFARE							
Western Memorial Hospital, Corner Brook, Nfld.	Public Employees Loc. 488 (CLC)	373	370	370	May 3 May 4	Wages—Return of workers.	
ACCOMMODATION AND FOOD SERVICES							
*Hotel Nova Scotian (CNR), Halifax, N.S.	Hotel Employees Loc. 662 (AFL-CIO/CLC)	245	4,810	4,810	May 4 —	Wages, hours—	
Ruby Foo's Restaurant, Montreal, Que.	Hotel Employees Loc. 382 (AFL-CIO/CLC)	150	450	450	May 9 May 13	Not reported—Not reported.	
Public Administration							
LOCAL ADMINISTRATION							
Corp. of the City of Sault Ste. Marie, Sault Ste. Marie, Ont.	Public Employees Loc. 67 (CLC)	130	2,530	2,530	May 2 —	Wages, cost-of-living allowances—	

Federal Jurisdiction

CANADA DEPARTMENT OF LABOUR PUBLICATIONS

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Bibliography, Occupational Safety and Health. Lists some 500 selected holdings of Technical Library. Accident Prevention Division, 1971. Free.

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THE LABOUR GAZETTE



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For all those people who dislike having to be there on time—every morning at the same time—help may be on the way. For all those who dislike having to stay there the same hours day after day, flextime may be the answer. See: A New Work Style for the Life Style of the Seventies.



THE LABOUR GAZETTE

Official Journal
Canada Department of Labour

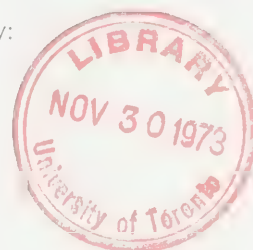
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**Labour
Canada**

**Travail
Canada**

NEWS BRIEFS

■ The Oil, Chemical and Atomic Workers' International Union and Gulf Oil Canada Limited have negotiated **a shorter work week**, applying nationally to all locals of the union. The contract was negotiated without third party intervention.

Although the work week has been reduced from 40 to 37.3 hours, the employee still retains the right to work an eight hour day. Day workers will receive an additional 17 days off a year, mostly reflected in long weekends, and shift workers may choose their own time-on, time-off pattern.

Neil Reimer, Canadian Director of the union, said the question of shorter hours versus more total pay is a choice that the workers at each local union will have to decide. The agreement has already been ratified by the membership at Clarkson, Ontario.

"The union considers shorter hours an appropriate social goal when you consider that rates of pay are at a reasonable level and job security is good," Reimer stated.

The union represents some 1,000 Gulf employees, of which about 350 are at Clarkson.

■ **The U.S. Labor Department is the first federal agency to grant paternity leave to male workers**

The two-year contract was signed by Labor Secretary Peter J. Brennan and Local 12 of the American Federation of Government Employees. The purpose of paternity leave is to ensure "that the home and family are taken care of, after the wife has given birth," said Brennan. The new benefit, previously restricted to women, allows up to 30 days leave, either without pay or charged to annual leave.

Gil Levine, National Research Director of the Canadian Union of Public Employees (CUPE), says that he intends to suggest that local unions ask for two weeks paternity leave with pay. "It shows that a new baby has two parents. The onus of responsibility for a newborn baby shouldn't fall entirely on the mother," he said.

Ontario provincial law requires firms with more than 25 employees to give maternity leave to women who have been employed for 12 months. This leave, which may be up to 12 weeks, is without pay, but allows the female employee to retain her seniority and wage scale.

■ **Oakville, Ontario**, the site of a major plant of the Ford Motor Company, was the **city with the highest average income** of any Canadian city in 1971, according to recently released figures from the federal revenue department. Oakville residents earned an average \$8,706 a year, replacing Sept Iles, Quebec, 1970's highest average income city.

Placing second was Sarnia, with an average income of \$8,674, and third was Ottawa, with \$8,361.

■ **Nearly 150,000 disabled veterans and their dependants received adjustment cheques in July** bringing their pension payments up to the new level provided for in an Act to amend the Pension Act.



The new legislation raised the basic disability rate by 24 per cent over the previous basic rate—the compensation paid to an unmarried pensioner whose disability is assessed at 100 per cent. As of July 1, this became \$392 a month. A married pensioner with two dependent children now receives \$578 a month; a widow with two dependent children, \$470 a month.

The new legislation does not alter the principle that the pension itself is not taxable, nor change other benefits to which the severely handicapped veteran is entitled.

■ **R. Val Scott has been appointed Advisory Consultant and Interim Chief Executive Officer of the Professional Institute of the Public Service of Canada.** Among Scott's duties for the six-month period of his appointment, effective July 3, will be responsibility

for the management of the Professional Institute staff, the preparation of a report concerning re-organization of the Institute, and recruitment of new Institute members, with emphasis on those employed in federal government Corporations and Agencies.

Previously, he was General Manager for the Society of Ontario Hydro Professional Engineers and Associates; Executive Assistant to the Committee for the Advancement of Professional Engineers; he also served on the Steering Committee on Negotiation Rights for Professional Staffs and on the Special Committee of Professional Engineers. In 1970, he became the Executive Director of the Federation of Engineers, Scientists and Associates.

Scott reports that, in his capacity as Interim Chief Executive Officer, he hopes to act as the "enabling catalyst for the Professional Institute in its aim to extend its membership."

In announcing the appointment, PIP's President D. R. Buchanan pointed out that "Scott brings to the field of industrial relations new concepts that spring from his firm belief in the idea of 'Corporate Humanism' and industrial democracy as the basis of a productive and satisfying employee-employer relationship."

Scott's Corporate Humanism advocates, as an alternative to the right to strike, a method called final offer selection. Each side submits its "final position" to a neutral arbiter who is given only these two alternatives. The theory is that the arbiter will choose the more humane of the two positions. Both sides would thus strive for a rational final position, thus putting an end to "horse trading" tactics currently used in the collective bargaining process.



R. Val Scott

INTERNATIONAL ROUNDUP

■ The French Government has revealed **new plans to alleviate the plight of France's 3.5 million immigrant workers**—about one sixth of the workforce. Georges Gorse, Minister of Labour, Employment and Population, said his Government's new legislative proposals will give foreign workers greater rights, particularly for holding of union office, a bigger share of low-income housing, cut-rate fares on public transport, maternity benefits for wives, scholarships for children, and professional training to improve job status. Harsher sentences will be meted out to employers who underpay foreigners and to unscrupulous agents who lure workers to France, collecting fees on the promise of underpaid jobs. The Government will not be the only party in-

volved: both the Patronat (French Employers' Federation) and trade unions are to be represented on a permanent body concerned with improving the lot of migrants and assimilating them into society.

Developments in France are being watched closely by other European countries (Germany and Switzerland for example) where immigrant labour has become a serious problem. Migrant workers in Europe usually do the dirtiest and most dangerous work at the bottom rung of the job ladder—garbage collection, street cleaning, furnace firing, road building, mining, and manning heavy autobody presses—work that most Europeans no longer want to do. The foreigners are a vital factor in the economies of their host countries but do not share in the resulting prosperity. They are generally paid the lowest wages, face discrimination, especially in housing, and

have virtually no opportunities for individual advancement. Those who are illegally smuggled into their host countries, cannot apply for any of the social benefits and protection accorded to those who have the necessary papers.

Until the Renault strike (LG, June, p. 352), France's foreign workers were timid, silent and anxious to avoid trouble. All this has now changed. The immigrants are aware of the essential role that they play in the economy. They have discovered that strikes can pay off. The Renault stoppage not only impressed upon the Government the discontent of foreign labour, but demonstrated also how 300 foreign workers could take more than 7,000 employees off their jobs—with serious effects on the entire national economy.

Unions, too, have been slow to face up to the social and economic effects of migration, both on the countries of adoption and of origin. The International Confederation of Free Trade Unions is proposing a **charter of foreign workers' rights**. "We are convinced that the key to solving the particular problems facing foreign workers . . . will lie in future in giving them **the right and the opportunity to take a full part in political and trade union life at all levels**," said an editorial in **Free Labour World**, the ICFTU monthly. "This means getting governments to legislate to put foreign workers on a par in every way with native citizens; it means putting a stop to illegal immigration that today leaves literally millions of workers entirely outside the law; lastly, but perhaps most vital of all, it means effectively organizing foreign workers into trade unions so that they themselves have the strength to protect their own interests, and to take their destinies into their own hands."

The editorial points out also that "our eventual aim must be to foster the balanced growth of all areas of the world as a single economic unit. **Capital must go to labour and not labour to capital.** In the long-term, the full employment nations must concentrate on exporting technological know-how and investment to the capital-starved countries of the developing world and buying goods from these countries, rather than importing workers from them."

■ **While Greek workers in Germany and other European countries do the thousand-and-one unpleasant tasks** that these countries' nationals no longer care to do, **industry in Greece suffers labour shortages.** Emergency measures have therefore been taken by the Greek Government to keep its citizens at home. Minimum wages for the unskilled will be increased by 28 per cent over the next 26 months, and salaried employees can expect a 25 per cent raise for the same period. And, for the first time, minimums will be the same for men and women.

■ **New Zealand has enacted legislation extending the principle of workmen's compensation beyond the factory into all areas of life.** Starting in a few months time, every New Zealander who faces financial hardship because of injury will receive assistance from the Government. The new Accident Compensation Act provides for

"the rehabilitation and compensation of earners who suffer personal injury by accident . . . and of persons who in New Zealand suffer personal injury by a motor vehicle accident; and for the compensation of certain dependants of those earners and persons where death results from the injury."

■ "Why don't women stay home and give an unemployed man a chance to work? Their husbands have good jobs and they're only working for luxuries anyway." This is a timeworn cliché voiced by some senior citizens, non-working wives and male chauvinist workers. But how true is it?

For the past several weeks the Joint Economic Committee of the U.S. Congress has been delving into the economic status of women and coming up with a few surprising answers. First of all, **most women work because they have to**, and the majority of them work **at traditional women's jobs** where the wages also are traditionally low. Beginning in 1971 more than half of all the married women in the U.S. held paid jobs outside the home. Three quarters of all U.S. women workers either have no husband or a husband whose income is less than \$7,000 a year, far below the national median of \$11,000. And lastly, **the unemployment rate for women is higher than for men** and the gap between the sexes is growing wider. In June the rate for adult men was 3.2 per cent and for adult women 4.9 per cent.

Although it appears that more women are seeking work, they are still confined to "women's jobs" like clerical, secretarial and lower-paid sales positions—fields that are vastly overcrowded, keeping unemployment for women high and wages low. Studies indicate that women's wages average only 80 per cent of those paid to men in the same jobs. And only 48 per cent of all the back pay found to be owing to women under the U.S. Equal Pay Act of 1962 has been paid.

Investigators uncovered the fact that not a single corporation has ever been barred from bidding on defence contracts because it is a discriminatory employer. Perhaps even more significant, and to the embarrassment of government officials, the agency set up by the government to investigate discrimination against holders of government contracts employs no women in professional positions in any of its field offices.

■ It has become clear since the formation of the European Trade Union Confederation that the position of British unions and their approach to Europe embody the concept of a whole Europe and not just an EEC Europe. This is evident in the **detente now taking place between the British Trades Union Congress and Russian workers' organizations.**

Formal relations between the two labour movements—ruptured by the invasion of Czechoslovakia in 1968—have been resumed and a four-man delegation headed by



General Secretary Victor Feather and transport workers' leader Jack Jones, who is head of the TUC's International Committee, visited the Soviet Union in July. Feather told a press conference at the end of the talks in Moscow that the TUC would be taking a close look at Anglo-Soviet trade relations, where there was potential of a "very substantial improvement." It is likely that the TUC will be lobbying the Government on the expansion of Anglo-Soviet trade.

For some years now, the British, Swedes and Canadians, who have been the pillars of the ICFTU, have bent over backwards in an effort to bring the AFL-CIO back to the organization. The decision to open the door, however little, to Soviet workers' organizations can only be construed as abandonment by British workers of any attempt to coax the AFL-CIO away from its isolationist position.

■ Belgium has blazed a new trail in industrial relations. Under a Bill approved by both that country's legislative chambers, workers interested enough to pursue courses of study for self-improvement will henceforth be allowed to take time off at full pay. About 28,000 blue- and white-collar workers are immediately eligible. All those who are less than 40 years of age and have reached their second or third year of a technical, secondary, special or tertiary course of education under a State grant in 1973 may subscribe. Their employer must give them free time equal to actual class time if they are in their third year, and half-time if they are second-year students. Business will share expenditure for grants with the Government.

■ About 400 lawyers in the New York area—members of the Association of Legal Aid Attorneys—have staged **the first strike by organized lawyers in United States labour history.** Their recent one-week walkout ended with an agreement giving them three major gains: (1) salary parity with their courtroom opponents, the Assistant District Attorneys; (2) the right of individual lawyers to determine their own case loads—at present, they carry from 70 to 300 clients at one time; and (3) the right to handle a case from start to finish.

■ If you have ever wondered who is the highest-paid labour leader in the United States, he is Frank Fitzsimmons, President of the two-million-member Teamsters union. Fitzsimmons drew \$125,000 last year, plus \$6,481 in expense allowances. The second highest-paid union official in the U.S. is Murray Miller, Teamsters Secretary-Treasurer, who was paid \$100,973, with \$13,255 in allowances. In contrast, Leonard Woodcock, President of the economically powerful United Auto Workers, which has 1.4 million members, was paid \$38,134 plus expenses of \$9,315. AFL-CIO President George Meany received \$72,960 plus an expense allowance of \$1,816, and I. W. Abel, President of the 1.4-million member United Steelworkers was paid \$60,000 plus \$9,937 expenses.

■ Research conducted by the British Ministry of Employment reveals that the distribution of earned income in Britain has hardly changed since 1886. But although the gap between the high-paid and the low-paid remains as wide as ever, few workers remain in the low pay bracket for long. This is probably because of frequent job changes. Some 10 million Britons change their job each year.



■ Nothing less than the outright **abolition of the traditional assembly line** is recommended in an important working paper recently published in Brussels by the European Commission. Assembly line operations are seen as inflicting considerable psychological damage on workers, and systems better suited to human needs are recommended. The document—part of the Commission's social action program—suggests also that companies be aided from the public purse to enable them to make the transition to new production methods.

■ **Young Japanese workers**, less committed than their elders to the Japanese work ethic, **are bored with their jobs**. According to both management and union officials, an increasing number of young workers are leaving their employers each year, rejecting the dull, monotonous tasks of the assembly line.

In the automobile industry, firms have been experiencing a 20 per cent annual turnover; a recent survey by Japan's Economic Planning Agency found that 34 per cent of all workers in the 20- to 24-age bracket quit their jobs last year.

"Up to five years ago, if you asked workers what they wanted, they would answer higher wages. Now when you ask the same question, they say they want a socially meaningful job," said Ichiro Shioji, President of the Japanese auto workers union.

Eiji Toyoda, President of Toyota Motor Company, told his firm's 3,000 new employees at the annual company entrance ceremony last year, that "they would find real happiness working because work will always be the basis of the development of the society."

Not all workers, however found happiness working for Toyota: this year, the firm lost more than one employee in ten; two years ago, between 20 and 25 per cent of its work force, mostly young workers.

Dr. Harold Sheppard, author of **Where Have All the Robots Gone**, has documented a similar finding in a nation-wide survey of working conditions conducted by the University of Michigan for the U.S. Department of Labor. Sheppard found that young members of the labour force had, on the average, a lower job satisfaction score than older age groups.

Sixty-nine per cent of the youngest group (under 30) reported that it was very important that a job provide opportunities to develop the individual's abilities—but only 34 per cent reported that this was actually the case in their current work.

■ The Australian Government has established **seven investigative committees to expose and combat discrimination in employment**. This action followed quickly on the government's ratification of the 1958 ILO convention dealing with prejudice in employment. Ethnic groups have long been a frequent source of complaints of work discrimination, while women's groups continue to draw attention to cases of discrimination despite an increase of legislation to advance equal rights for women. But **one cause of discrimination not covered by the ILO convention is age**, and the Australian committees intend to look into cases of unfair discharge of men and women expelled from their jobs to make way for younger employees.

The Australian Government will rely at first on education and persuasion to correct cases of discrimination, but stronger measures will be taken where necessary. Richard McGarvie, a leading lawyer and Queen's Counsel, heads a strong national committee. Other members represent the trade union movement, employers' organizations, Aboriginal and Jewish bodies. The six State committees are similarly representative and influential.

50 YEARS AGO

"The working hours of persons employed in any . . . industrial undertaking . . . shall not exceed eight in the day and forty eight in the week." (—British Columbia Hours of Work Act, 1923)

■ A draft convention providing for the enforcement of an eight-hour day and 48-hour week in all industrial undertakings, with certain exceptions, was adopted at the first International Labour Conference in Washington, 1919.

Prevailing industrial unrest at home led the Government to appoint, in April, 1919, a royal commission to inquire into the causes of such unrest with a view to securing a permanent improvement in the relations between employers and employed. One recommendation was for legislation for a maximum workday of eight hours and a weekly rest of not less than 24 hours.

British Columbia, during the first session of its 1921 Legislature, passed five laws inspired by, and modelled on ILO Conventions, subject to the condition that they would go into effect only when other provinces enacted similar legislation. This was an experiment to overcome the natural hesitation of one province to subject its industries to restrictions which other provinces did not impose. One of the Acts dealt with the limitation of hours of work in industrial undertakings.

In 1923, although no action had been taken by other provinces, British Columbia passed an Act to establish an eight-hour day and 48-hour week in mining, manufacturing, logging and construction industries.

This Act was notable in that it was the first to restrict the hours of adult male workers. Up to this point, the concern of the Legislatures had been to limit hours for women and young persons. It was only much later that similar legislation was enacted in other provinces: Alberta 1936; Ontario 1944; Saskatchewan 1947, and Manitoba 1949. According to a 1923 Department of Labour report on the

hours of labour in Canada and other countries, in the trades with highly organized workers—mining, railway transport, building and printing—the eight-hour day was the prevailing condition, except in those building and printing trades situated in small towns. Among the factory trades, the clothing industries in the principal markets had an eight-hour day. In other manufacturing industries, working hours varied according to the size of the plant and the location. In general, the larger establishments had a shorter day; hours of labour were longest in the Maritime Provinces and Quebec, and shortest in British Columbia.

■ In 1907, the Industrial Disputes Investigation Act legalized the community's right to intervene in a trade dispute by stipulating that a work stoppage, either strike or lockout, shall not take place until the community, through a government department, had investigated the difference with the object of ascertaining if a recommendation could be made to the parties that both could accept.

In 1923 the Toronto Electric Commissioners challenged the validity of the Industrial Disputes Investigation Act, under which a board of conciliation and investigation had been appointed following an application by the Commission's employees for an inquiry into a dispute. The Commission objected to the appointment of a board on the grounds that the federal government did not have power to deal with matters of contract (being civil rights) and especially with a municipal institution. The validity of the I.D.I. Act had been upheld previously by a Québec Superior Court in 1911, in a



public utility case, on the grounds that the subject matter had a general or national importance and was concerned with the peace, order and good government of Canada. The Toronto case was taken to the Privy Council and the decision, given early in 1925, was that the I.D.I. Act as affecting cases of this kind was ultra vires of the federal Parliament. This was one of several Privy Council decisions narrowing the interpretation of the federal power in respect to labour matters.

Parliament then amended the Act to make it apply to disputes within its scope in works which were within the jurisdiction of the federal Government, and to disputes within its scope in works within the jurisdiction of any province, which, by legislation of the province, were made subject to the provisions of the federal Act. Between 1925 and 1932, all provinces except Prince Edward Island had enacted laws bringing the I.D.I. Act into force in their respective jurisdictions.

A NEW WORK STYLE FOR THE LIFE STYLE OF THE SEVENTIES

BY GEORGE SANDERSON

"Everyone told us flextime was pie in the sky. A few years ago nobody wanted to hear about it—and now look!" The observation was made by Gösta Rehn, a Swedish expert on manpower problems. "Flextime" is short for "flexible working hours," an arrangement that permits employees to choose—within certain limits—their daily starting and finishing times, as long as they complete the total number of hours required for a given period. Since the idea was first introduced in Germany in 1967, it has swept through most of Western Europe and gained converts in Canada—including two federal government departments in Ottawa, and some 14 companies in Ontario and Quebec.

"The short or compressed workweek has been getting most of the publicity, but the flexible workday will soon outdistance it in the industrial popularity polls," predicts Gordon Harrison, Director of Industrial Relations Services for Riddell, Stead and Associates, a Montreal-based management consulting firm.

Harrison recently examined flexible hours programs of 12 European corporations, and returned to Canada convinced that such programs will soon sweep North America. He has other reasons to be confident: according to a recent study by his firm, North American companies testing the flexible hours system found that productivity increased by as much as 7 per cent, one-day absenteeism was reduced by 50 per cent, overtime payments declined, morale improved, and lateness ended. Reductions in turnover were also noted, plus an improved ability to recruit personnel.

Heinz Allenspach, Director of the Swiss Employers Association, says that he is personally convinced that **flexible working time is "in tune with modern society and will therefore continue to spread."** It is also an example of industrial democracy at its most basic, because it affirms the individuality of employees. Harrison points out that "younger people aren't buying rigid rules any longer. With flexible hours, people can say with some meaning: 'I can run my own life.'" In every case where a poll has been taken after employees experienced flextime, more than 90 per cent favoured its continuance.



The expansion of the service sector offers greater possibilities than manufacturing industries for more varied worktime arrangements and, at the same time, it creates more demand for schedules permitting customers to be served during their free hours or days. Even in manufacturing, the growing importance of shiftwork leads to the use of all sorts of specialized time patterns.

Finally, the growth of the number of women who combine family responsibilities with gainful employment fosters a demand for arrangements like intermittent or part-time work, and flexible working hours. The potential of flextime for drawing more housewives into the labour force is largely responsible for a growing interest in these schedules among some European nations that have been experiencing severe and long-term labour shortages, and are concerned about their dependence on imported labour.

Rising levels of education and real income engender a rejection of rigid worktime rules and other standardized prescriptions and regulations. There is a growing tendency in many countries for workers to achieve flexibility through absenteeism and high turnover. This in turn is leading employers to offer more acceptable schedules.

Continuing urbanization creates a need for rearrangement of working time over the course of the day, the week and the year to avoid congestion of public facilities caused by everyone doing the same things at the same times. Large-scale application of free and variable working hours would ease pressure on transportation facilities and save money by making more efficient use of existing roads and public transit. It makes more sense to try to cut the crests of the rush periods rather than to increase the availability of equipment and services—highways, buses, parking lots and subways. Flexible hours would also mean less crowding of elevators in tall buildings, and more spread-out lunch hours with less noon-hour crowding in banks, shops and restaurants.

For workers, the major benefit of flextime is the reduction in physiological and psychological tensions that follows from their freedom to make adjustments in the timing of their work. David Bultsch, Personnel Manager of Lufthansa German Airlines' North American headquarters, has said of the flexible hours plan: "There is less tension, less frustration about getting to the office on time. People appreciate the freedom to work out their own schedules without even having to tell anyone when they are coming in or going home."





Personal needs of a regular nature, such as seeing children off to school, meeting convenient transportation schedules, attending classes, or coinciding workhours with those of a spouse can be met. So can special needs for a particular day of the week—for example, a medical or dental appointment. For commuters it may mean less crowded buses or trains, motorists may escape the rush-hour grip—and reduce their time on the road by as much as 30 per cent—and girls can go shopping after lunch without feeling guilty about taking extra time.

Flexible schedules vary from firm to firm, but generally, **all that's required is that employees complete a certain number of hours each day, week or month, and that they be at work during peak morning and afternoon periods**—for instance, 9:30 a.m. to 11:30 a.m., and 1:30 p.m. to 4:30 p.m. In some organizations, the regular seven or eight hours must be completed every day. In others, employees may arrange to work core time only on any one day, and make up the hours on any other day of the week. Their only concern is to complete the prescribed number of hours by the end of the week.

The most popular system in use in Europe employs flexibility within a working month. In this case, **the employee may "bank" overtime hours during the busy days or weeks** and use the banked hours—that is, take additional time off—in the slack periods. Sometimes, time credits or debits of up to 10 hours may be carried from one month to the next.

Most companies use time clocks or other mechanical devices to keep track of hours worked, and some link control of attendance to modern computer systems. A highly effective time-recording device developed by Flextime Hengstler, Rexdale, Ontario, features small stations near each work area that are activated by individual employee badges. The **clock stations automatically record number of hours worked, and add up credits or debits for each pay period.** The company already has some important customers, including the federal Department of Consumer and Corporate Affairs, Equitable Life Insurance, and Metropolitan Trust. "In 10 years, half the labour force in Canada will be on flexible hours, either with our system or another," predicts Flextime Hengstler Vice-President Earl Rider.

Flextime is most easily applied to employees in the service sector, and it is particularly prevalent among banks, trust companies, insurance firms, and food, cosmetics and equipment manufacturers. It may also be used in assembly line operations where the parts to be assembled are small and thus allow for "interim or buffer stocking" at each point along the line. One member of the chain can stock a certain number of parts to be picked up by the next member when he arrives at work. This method has been tried successfully by the Omega watch company in Switzerland, whose management noticed that flexible scheduling caused a slight drop in production, but a marked improvement in quality—enough to produce a net gain for the company.





Sulzer Frères, Switzerland's largest builder of machines and pumps, solved its toughest problem—how to apply flextime to foundry teams operating large furnaces—by making each team “float” as a group. Team members agree on next day's starting time before leaving work each day. Sulzer had to extend flextime progressively to cover more than 8,000 employees—about 90 per cent of its workforce—in response to pressure from workers on fixed hours once they noticed how the pilot group was enjoying it.

Allen Bradley, of Cambridge, Ontario—manufacturer of electrical motor control equipment—is the first company in Canada to introduce flexible hours for production workers. Shop and assembly workers may start any time between 7 a.m. and 8 a.m., break off for a one-hour lunch between 11:30 a.m. and 1 p.m., and depart between 3:30 p.m. and 4:45 p.m., with no change in total hours worked. Variable hours for the company's office staff are 7:45 a.m. to 9 a.m., 11:54 a.m. to 1:24 p.m., and 4 p.m. to 5:15 p.m. The plan was initiated in response to a variety of requests from employees for changes in working hours, and President Keith Rapsey reports extensive benefits in terms of employee relations.

H. A. Simons (International), a consulting firm in Vancouver, allows its employees to work **core hours only**—9 a.m. to 3 p.m.—on any workday and to make up the remaining hours on another day that suits them. Simons is trying a pay period of two weeks with a 75-hour work period.

Several Canadian trust companies and insurance firms have adopted the flextime concept. More than 1,000 employees at Manufacturers Life Insurance, Toronto, have been at liberty since April 30 to start work between 7 a.m. and 10 a.m., and to finish between 3 p.m. and 6 p.m. The new “OPTime” scheduling system also lets employees choose the length of their workday and the pattern of days off. It was introduced after a questionnaire revealed that company personnel wanted greater flexibility in arranging working time. “The system is really working out,” reports William Lomax, Director of Recruitment. **“When people are able to choose their own work hours, they're in a much better frame of mind for their job.”**

The Department of Consumer and Corporate Affairs introduced flexible hours in June 1972 for about 50 employees in its personnel branch. The experiment—the first of its kind to be tried by a federal government department—was so successful that it was extended this year to 400 employees in the Department's Bureau of Intellectual Property. They are free to arrive at work any time between 7 a.m. and 9:30 a.m. and to leave any time between 3:30 p.m. and 6 p.m. Normal working hours for public service employees are 8:30 a.m. to 5 p.m. Standard summer hours are 8:30 a.m. to 4 p.m. The Bureau, including patents, trademark and copyright sections, deals chiefly with the public. If this second test proves successful, the program is likely to be extended to other sections of the Department.

A Consumer and Corporate Affairs spokesman said that employees engaged in the first test had no objections to punching a time clock on their arrival at work, and that only one out of 42 employees polled had a complaint—the plan was too rigid. An evaluation report on the experiment strongly supports the flextime idea, because of “social and other benefits gained.”

Another group of federal employees on flextime also keep their own daily records of hours worked. The group comprises 125 persons: secretaries, clerks, engineers, technicians, and computer specialists at the Department of Communications. They are represented by three unions—the Public Service Alliance of Canada, the Professional Institute of the Public Service, and the International Brotherhood of Electrical Workers. **The federal Government is now studying the possibility of increasing the number of departments with flexible hours in an attempt to solve Ottawa's worsening transportation problems.**

Credit for originating the flextime system—also called “free and variable” (France), “mobile or dynamic” (Switzerland), and “gliding time” (Germany)—**is generally given to Messerschmitt-Bolkow-Blohm, a German aerospace firm** that was trying to solve the problem of late arrivals caused by commuting congestion. Messerschmitt adopted flextime as a temporary answer, but decided later that the program was a permanent solution. Other German firms using flextime variations for large segments of their staff include Lufthansa, Siemens, and Volkswagen, and the Ministry of Transport and Communications is trying it out in a pilot program that may be extended to all government employees.



Although a million workers in Germany—including 10 per cent of all federal employees—are on flexible hours, **the most extensive application is in Switzerland**, where an estimated 30 per cent of the industrial labour force enjoys a workweek “a la carte.” Apart from these countries, flexible working hours are now operating in Scandinavia, Austria, Italy, Holland, France, Britain, Japan and Australia.

In all these countries, governments have taken a strong interest in what is recognized as a revolutionary development, but nowhere has the discussion been more intense than in France, where a great public debate has centred around the theme of Jacques de Chalendar's book *l'Amenagement du temps*. The noted French sociologist supported flextime in his study for the Government of France, claiming that it increased the freedom of employees without restricting production. He was convinced that **better planning of time would be one of the most important considerations in future labour relations.**

France's cosmetics manufacturer, l'Oréal, is gradually introducing flextime to its 9,000-member workforce, and Italy's giant auto maker, Fiat, has launched a flexible work schedule for about 8,000 white-collar workers at its huge Mirafiori plant in Turin. The new system also includes about 200 blue-collar workers whose duties at Fiat are closer to the office than to the assembly line, but it is generally agreed that widespread application is not yet feasible.

Of the more than 1,000 European companies on flexible working hours, the majority are the most progressive and successful in their fields. Small wonder, then, that interest in the idea is spreading to American concerns, and to U.S. affiliates of European firms like Nestlé, Lufthansa, and Sandoz-Wander.



The primary force behind flexible working hours in Europe, as with compressed workweeks in North America, **is management**. Efficiency is again the major goal, but the efficiency of flextime is based entirely on human resources. Managers see flexible schedules as a means of recouping man-hours or fractions of man-hours that have been lost through erosion rather than through formal agreement.

Flexible working hours are reported to **result in an increase in the ratio of man-hours worked to man-hours paid**. Part of this increase comes from virtual elimination of absenteeism, tardiness, or short periods of unrecorded leave. Under fixed working hours, employees frequently take time off to conduct personal business; but when they are permitted some latitude at the beginning and end of the workday, it has been found that they are willing to use their own time for personal matters.

If, for example, an employee takes time off to see a doctor or get a haircut, he or she will arrange to put in extra time without being asked. The individual who oversleeps, or wakes up with a hangover, and cannot get to work on time does not use illness as an excuse to stay away from work all day; he just comes in later than his usual starting time and stays later. Or he can make up the time the next day or the following week. **Companies with flexible work schedules report a substantial reduction in sick leave.**

Another fact of industrial life is that a company's workload does not always coincide with the fixed hours of work. This often leads to slack time for employees during working hours, and subsequently unavoidable overtime expense for the company. Employees on flextime who dislike doing nothing could **take the day off when work is slack, in return for extra hours when work is heavy**. Omega in Switzerland noted a special advantage in the case of secretaries whose bosses travelled frequently. When the latter were in the office, the secretaries were required to work longer hours than usual, but when company executives travelled, there was little to do. Though the secretaries received adequate compensation, they still felt uncomfortable sitting at their desks doing nothing during the absence of their bosses. Flexible schedules eliminated this problem.

The European experiments have demonstrated that **flextime produces more contented and co-operative workers**, and fewer on-the-job grievances. Hours worked are also reported to be more productive—by an average of 3 to 5 per cent—resulting in less need for overtime work. Many firms have found also that **employees on flexible hours require less supervision**. Harrison tells of one large key-punch operation that cut its supervisory staff in half and got higher productivity to boot.

Another interesting discovery is that employees are likely to leave at a natural “stopping point” in their work, rather than slow down as the end of the work-day approaches. The Omega watch company reports that, in the past, when the time came to finish work, the employee stopped by finishing the last watch in front of him. Now, with flextime, if it is possible to finish the batch in front of him, the worker tends to complete the whole batch before leaving for the day. He knows he will receive credit for the hours he works after “normal” quitting time. Thus, **rather than a tailing-off in productivity at the end of the work-day, there is an apparent increase.**

The practice of rigid working hours has neglected one very important fact: different people have different efficiency levels, and many individuals have a different efficiency level from day to day. Some are early risers who prefer to finish their work by mid-afternoon; others prefer a later schedule. Experience has shown that **employees become more dedicated, more responsible, and more productive if they have a choice as to when they can best perform their work rather than be switched on and off like machines.** Flextime permits them to adjust the working day to their own inherent rhythm, and to do the major part of their work during the hours in which they function most effectively. Once they have found their particular rhythm, most employees tend to stick to a certain schedule that seldom varies more than 15 minutes.



Manpower experts say that a prime achievement of flextime is that it **gives workers an increased feeling of responsibility.** Harrison believes that employees who are allowed some control over their working lives are more highly motivated to meet the needs of their organization than employees who are too tightly controlled. Some supervisors, however, resent the loss of authority over the starting and finishing times of employees. They view this loss of control as a threat to their particular position, and they don't feel as needed.

Time clocks and time records are viewed by some observers as the antithesis of democracy in the workplace. These observers contend that time clocks are symbols of control, and therefore negative motivators; but there is no evidence to bear out this contention. In some firms, the argument against time recording has been countered by including senior executives in the system. Another drawback of flexible schedules is that **not all of a company's employees can participate.** Those excluded may feel some resentment. Flextime also reduces the distinction between executives and professional workers (who have always been somewhat flexible in their working time) and other white-collar employees. Some managers resent the erasure of this time-honoured difference.

Because fixed hours may be reduced to as few as four or five in a day, informal communication becomes less flexible. Scheduling meetings, telephoning colleagues, and arranging discussions during the central time period of the day presents no great difficulty when one anticipates such meetings; but, when situations arise suddenly or spontaneously, there is less flexibility.

Having a particular worker available at any time outside core time is another problem. Difficulties may arise with jobs that require constant staffing—for example janitors, phone operators, and security guards. It is usually possible, however, for employees to make arrangements among themselves to ensure continuity. Costs of hardware, and administration of time-recording systems and extra utilities because of extended hours must also be weighed by firms contemplating flexible schedules.



Flextime requires more delegation of responsibility.

As a unit may be without a particular supervisor at any time outside core time, it becomes essential to organize in such a way that his or her duties can be handled by someone else. This leads to an expanded area of responsibility for the individual supervisor.

For most of the firms that have tried it, flextime presents a few problems, but none serious enough to deter other firms in the same line of business from contemplating its adoption. Nevertheless **laws and collective agreements in Canada continue, for the most part, to set rather narrow limits for variations from the norm.** Contractual provisions for overtime pay after eight hours work a day, or after 40 hours a week, would restrict the scope of flexible, European,-style schedules.

Such programs are so new to Canada that **unions have not yet formulated a policy on flextime.** A spokesman for the Public Service Alliance of Canada, for instance, said that his union favours a cautious approach to the flexible workday. "The next two years should be interesting in terms of employee reactions," he commented. To date, the **unions appear to be more interested in reducing rather than redistributing working time,** but Harrison thinks that their response to flexible schedules might be positive, because there are so many advantages for workers.

In Germany, the principle trade union federation, Deutscher Gewerkschaftsbund (DGB), would prefer to achieve flexibility through six weeks annual vacation, some of which would be available in small segments. The DGB fears that recent progress toward eradicating the distinction between blue-collar and white-collar workers would be undermined by flexible schedules that could not be applied to all production workers. The German Union of Administrative Employees, however, has established guidelines for the introduction of "gleitende arbeitszeit" (gliding working time). The guidelines specify that overtime requested by the employer be compensated at premium rates, that time-recording systems be installed only when other systems have proved unworkable, and that everyone participate in the same system.

Legislation and collective bargaining agreements in many European countries pose fewer obstacles than in Canada to experimenting with new arrangements in working time. Introducing a similar degree of freedom in the Canadian environment would not necessarily lead to a sudden rush to the flextime concept. The latter requires extensive testing and planning before it can be generally applied, but **labour legislation should itself be flexible enough to allow the research and testing to take place.** Naturally, this freedom to experiment cannot be unlimited; the best compromise must be found between individual wishes and the social, technical and economic requirements behind existing rules and regulations. But **the time has come to move the point of compromise in the direction of greater freedom.** As an editorial in *The Vancouver Province* put it: "Is there any justification, other than traditional habits, in having people work when their employers want them to, rather than when they want to work themselves?"

HOW TO SELECT AND USE THE CREATIVE INDIVIDUAL IN MANAGEMENT

BY RICHARD MESNARD

Mark Twain was fond of telling the story about the famous general, who had died and gone to Heaven. When St. Peter asked him what he would like to do, the general said, "I would like to meet the greatest general of all time." "Surely," said St. Peter, "He's standing right over there." "Why, I know that man!" explained the general. "He's from my village—but he's not a general! He's only the town baker!" "Ah, yes," said St. Peter, "but if he had chosen the military as a career, he would have been the greatest general of all time."

Much has been said in management journals recently about **the creative individual** and his potential. What and who is he? **Does he have a place in management?** How best **can we exploit his creative talents** on the job at hand?

Ten years ago, Dr. Sherman H. Peres, an industrial psychologist in the United States, conducted a study to classify the American aerospace engineering employee. At the beginning of the study, he had categorized 32 different types of working personalities, but he immediately rejected this number as being too large. After distilling the 32 types to more manageable proportions, he discovered to his surprise that he had isolated only two different types as being the most basic individuals in the industry, and he subsequently labelled them the "maintenance seeker" and the "motivation seeker."



Now, the term **"maintenance seeker"** doesn't refer to those who pursue building upkeep as a profession. It refers to **those who work only to maintain themselves and their families in an ever-bettering way of life.** **"Motivation seeker"** refers to **those who pursue their creative talents**, who are basically motivated by the job at hand, and who have latent talents for the execution of any job they are given. Peres typed both kinds of employees and came up with the following traits:

The "maintenance seeker" thinks of the job exclusively in terms of salary, supervision, working conditions, status and its trappings, job security, company policies and administration, and fellow employees. The "motivation seeker" thinks of the job in terms of the work itself, achievement on the job, (work finished, problems solved, ideas proved correct) responsibility and the freedom to work with little or no supervision,

advancement only through work accomplished, and recognition by way of notice or praise or blame in connection with the work completed.

Peres observed in his study that **only about 4 per cent** of the management in aerospace **were motivation seekers. The other 96 per cent were maintenance seekers.** Why this? Simple. The maintenance seekers, with job security at stake, are very responsive to management, learn how to exploit the work output of the creative thinkers to their own good, spend a great deal of time on the job promoting themselves, and tend to promote their own kind into the management hierarchy.

And what of the creative motivation seekers while all this is going on? Well, they are their own worst enemies. They love the job, and enjoy being exploited in the performing of it. They don't really look forward to getting into man-

agement, for it might take them away from the job at hand, which they would much rather do. **They blithely and naively believe that they will get recognition**—not necessarily more money, but personal kudos—for the excellence of the work they do. **Not so!** The maintenance-type manager would never promote a man who can't be replaced in the work he is doing; further, he wouldn't want him in the "management club," because he doesn't "understand" him, and he doesn't recognize him as management material. Thus, **we are denied the creative talent that dedicated, resourceful, motivated persons can bring to management**—and that's a shame!

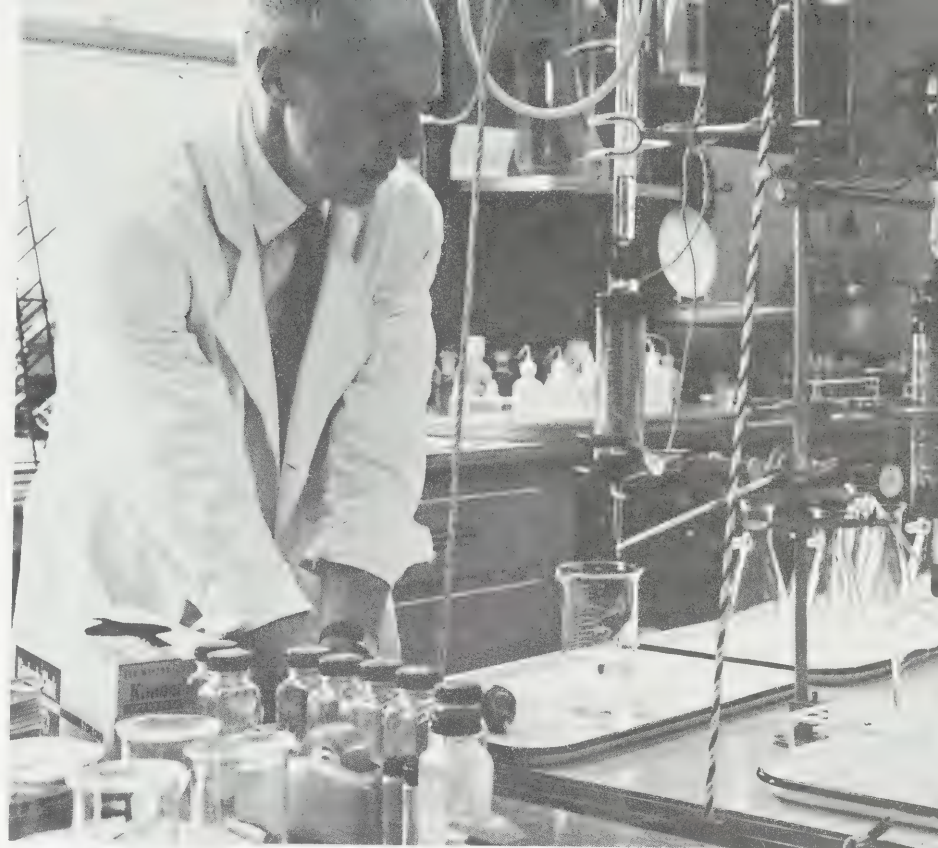
While Peres was putting together his study, the American space program was just getting off the launching pad. Suddenly the call was out for aerospace engineers to come join a new approach to engineering. We were out to conquer new vistas; to design in an



area that had never been touched before; to venture into environments whose hazards we could only guess at; to risk our reputations on a flip of the coin; to reach for the stars and hope to clutch the Moon. So—**who did we attract from the industry?** Well, not the security-conscious maintenance types, who were well bedded down in their prosaic nooks and crannies. No, we attracted the motivation seekers—the **creative types we sorely needed to plot and plan our way into outer space.**

But, suddenly, the dilemma. How to make a working team out of a number of individualistic prima donnas? When their wants and desires were finally known, it was easy. They weren't looking for the usual goals of a better office, secretarial service, and more money. **They wanted to be recognized.** Thus, it was easy to assign each man a particular job—Mr. Power Source, Mr. Altitude Control, for example—and assure him that anything that happened in his area was his responsibility, and his alone. They took hold, and they formed a camaraderie that saw some of the most excruciating times in the early space program through to the successes with which we are, now, all familiar.

But the inevitable was bound to happen. Sooner, or later, the creative individual must be promoted into management. Well, he has creative talent, doesn't he? Does he carry this talent into the management field? He does not. He tries to carry the new yoke of



management responsibility while continuing to perform his previous chores. He will not delegate authority. He loves creating, and he will continue to create in his old job, letting his management chores go by the board, if necessary. It is for this reason that so **many maintenance types continually say that creative types don't make good managers.** And, consequently, all of industry suffers from a lack of good, creative talent.

What, then, is the solution? Top management should look over its staff to determine which employees are creative and, therefore, able to contribute creative ideas to the management of the operation. **Any industry is a competitive industry, and needs good, creative talent** to further its competitive status. Having chosen

the individuals that meet the creative test, management should school them in its techniques, convince them that their talents are needed by management, assure them that they will contribute more through management than they can at their desks, and then send them off for management schooling in some local college where they can be fired with the challenge of management.

Next, management must make sure that these creative employees don't try to slip back into their previous jobs. **They must be shown how to delegate, so that they will be free to use their creative talents on the management problems at hand.** Should the prospective creative manager resist this training approach, then he should be left where he is; he will be happier, and a good producer in the job at which he is working. But remember to give him the recognition he so desperately seeks. He will be motivated by that alone, and dig into the next job with even more enthusiasm.

How can top management recognize the creative employee? The summary appended to this article lists the characteristics of the creative and maintenance types. The search for the creative individual will turn up twice as many of the maintenance type, for it is estimated that, at most, only one third of the workforce really has any creative talent to offer.

If you are a manager who has been thinking of promoting "that nice young man who always says the right things," you're courting a maintenance type. If you've got a brash employee, who continually derides management practices, who always manages to criticize the one weak point in your management policies, who seems to court disaster by his blatant statements in your most intimate meetings, who comes up with the brightest ideas (but in the most damnable ways), you've got yourself a well-motivated, creative type. Don't shun him; get him into your office and ask him to help you with a particular problem. Then listen while he tells you what's wrong with your approach, and how to correct it. Never mind his attitude. Listen to what he says.



And remember: He's not looking for a raise, a new home, that little sports car, or a vacation in Spain. He wants personal recognition for anything he gives you. Don't tempt him with a new office, a private secretary, or a private parking slot. Don't make the mistake of judging him by the desires of the maintenance type. Publish his plan under his name. Send him to conferences, making sure that he (by name) represents your company. Take these steps and you will have an employee who will work any hours necessary to get a job done, and with no overtime. He will be dedicated to the company—not for personal gain, but because he has found **personal satisfaction in a job that gives him the chance to be somebody.**

The **Maintenance Type** is motivated by the nature of the environment. His characteristics are: (1) chronic and heightened dissatisfaction with various aspects of the job—salary, status, supervision, working conditions, job security, company policy, and respect from fellow employees; (2) overreaction in satisfaction with improvement in maintenance factors; (3) short duration of satisfaction with improvement in maintenance factors; (4) overreaction in dissatisfaction when maintenance factors not improved; (5) realizes little satisfaction from his own accomplishment; (6) shows little interest in the kind and quality of the work that he does; (7) does not profit professionally from the work he does; (8) deeply cynical regarding positive virtues of work and life in general; and (9) prone to cultural noises ("ultraliberal," "ultraconservative"), preferring to parrot management philosophies and acting more like top management than top management.

The **Creative Type** is motivated by the nature of the task at hand. His characteristics are: (1) high tolerance for poor maintenance factors; (2) little or no reaction to improvement in maintenance factors; (3) mildly discontent when maintenance factors need improvement; (4) indifferent toward improvement in maintenance factors; (5) great satisfaction from accomplishments; (6) great capacity to enjoy the work he does; (7) profits tremendously from every job experience encountered; (8) very positive feelings toward his work and life in general; and (9) beliefs are sincere and undaunted.

(Mr. Mesnard is in Canada as a consulting engineer for the Department of Communications, and is specifically assigned to the Communications Technology Satellite Program, to which he is lending experience derived from the American space program in developing the spacecraft system design of the next major Canadian domestic satellite, to be launched late in 1975. He was Spacecraft Project Engineer on the early Ranger Lunar series of unmanned probes, and he shared in the development of the United States Ranger and Surveyor programs leading to the first U.S. unmanned exploration of the moon.

The foregoing article has been adapted from an address to the spring 1973 meeting of the Canadian Institute of Management, Ottawa Valley Branch. The opinions expressed are those of the author, and do not necessarily reflect the views or policies of the Canada Department of Labour.)

UNDER FIRE: ADVISORY COUNCIL ON THE STATUS OF WOMEN

BY BONNIE CAMPBELL

The Advisory Council on the Status of Women—only months old—has already stood its first fire, and taken a strong stand on a number of current issues in the field of women's rights. The first attack came from the conference of **Women for Political Action** (WPA), held in Toronto last June. The women attending the conference consisted mainly of those women who would seem to have "made it": members of provincial parliament, alderwomen, executive party members, past candidates of federal, provincial and municipal elections, board of education trustees, executive members of the Status of Women Councils, and members of Boards of Trade and university faculties.

Politician and feminist **Rosemary Brown**, in an opening address to the conference, **said that she has no patience with successful women who say they have "made it" in spite of their sex.** Calling for united action she continued: "We are all women together and that's what counts. I believe that we must have a commitment to a feminist movement, for feminists work with women of other philosophies and walks of life; if we pool our talents and resources, we will draw strength from each other . . . until all of us have it made, none of us have made it." In the last provincial election, Brown, a former social worker and ombudsman for the British Columbia Status of Women Council, won a seat as MLA for the riding of Vancouver-Burrard.



Rosemary Brown

Brown, as a black woman "making it" in Canadian politics stated bluntly that, "to be black is to be doubly dismissed, but nobody is a victim if they refuse to be made one. We've inherited so much from the struggle and suffering of other women who fought to make the world better for us. We can't sit back and pull our organdy dresses around our knees and say, 'It's too dirty out there for a nice lady like me'."

Ester Greenglass, a psychology professor at York University described the **Advisory Council** as **"a political manoeuvre to get us off their backs."** Other major complaints were that seven of the members were appointed to the Council for one year, while the other 21 were appointed for two- and three-year terms and that the Council did not report direct to Parliament as recommended by The Royal Commission on the Status of Women. There was a consensus that it was only the more radical members who had been appointed for the one-year term.

Rita Tate of Toronto called the Council **"another way for the Government to pass the buck."** The grievances and recommendations outlined in the Royal Commission Report on the Status of Women are clearly stated; it's now time for the Government to act on the recommendations of its own Commission."

Joan Wallace, President of the British Columbia Status of Women Council, and a one-year appointee to the federal Council, responded that **"if it's a delaying tactic, and I have a strong suspicion it is, we'll try to change it—the Council—and to give it a different objective."** She went on to say, "If I find it's a waste of time, then I'll resign."

One delegate, speaking over a jeering crowd, outlined some of the more positive aspects. She believed it **advantageous for the Council to report to a Minister rather than to Parliament** and noted that not only was it a research council, but also an "action" council. The Council should not be criticized now, but later when its work can be reviewed on the basis of the concrete changes it has brought about during the year, she said. The Conference approved a resolution:

"That the Federal Advisory Council on the Status of Women, in the light of the Royal Commission report, is redundant, and the Conference particularly recommends that its effectiveness will depend on its being more representative of women in Canada and that these women have demonstrated their concern with women's rights; the Conference also recommends that the Council be given specific terms of reference and an adequate budget."



Katie Cooke

The Council, consisting of 26 women and two men (LG, July, p. 452), is chaired by **Dr. Katherine Cooke**, a sociologist currently on leave from the Department of Regional and Economic Expansion. The complaints and questions that had been raised at the Conference were subsequently raised with Cooke. She stated that the Council's priorities are, **"to look at the current state of implementation of the status of women recommendations, to gather public support, and to increase the public's awareness of the plight of women."** (As proposed in the Report of the Royal Commission on the Status of Women (Recommendation 166), the Federal Status of Women Council would have been responsible to Parliament, advising on matters pertaining to women, and proposing legislation to improve the status of women.)

The Advisory Council, which reports to Labour Minister John Munro, **has been given the following terms of reference:** to advise and consult on matters pertaining to women and to report annually on the progress being made to improve the status of women in Canada; to suggest research topics that can be carried out by governments, private business, universities and voluntary associations; to establish programs to correct attitudes and prejudices adversely affecting the status of women; to systematically consult with women's bureaux or similar provincial organizations, and with voluntary associations particularly concerned with the problems of women; and to maintain liaison with the United Nations Commission and such other national and international organizations as may be relevant.

Two professors of public administration at **Carleton University**, Richard Van Loon and Michael Whittington, **have criticized such councils as being token bodies**, "set up by the Government, not to get inputs but rather to explain forum policies on which the Government has already settled. **Many interest groups are not anxious to**

serve on advisory committees because they lose their right to criticize government policy."

Cooke, asked to comment on this, replied, "I believe that **the Advisory Council is a constructive step for women in Canada and not an act of tokenism** by government officials. **I am confident that women's issues are being taken seriously by the Government.** She stated that the Council acts as a pressure group, but because "we have a direct line of communication with the highest level of Government, we have more influence than other women's groups. The Council will be able to work through all government departments, for the Minister will present his case on our behalf and all the departments may act on his suggestions."

Cooke, asked to respond to Women for Political Action's criticism that the Council had been given too broad a mandate, replied that "we have more power with the present broad terms of reference; it allows us more areas to investigate and allows us more freedom in the area we wish to take action on."

Among the priority items on the Council's agenda, Cooke named the establishment of human rights commissions at the federal, provincial and territorial levels of government, with the possibility of using class action as a tool to effect changes in human rights; the inclusion of pensions for housewives in the Canada Pension Plan; and changes in federal citizenship and divorce legislation; the Council wants a reduction to one year of the three-year separation period and more equitable distribution of property rights; and amendments to the Citizenship Act to remove sex discrimination, including the resumption of citizenship for those Canadian women who, before changes to the act in 1947, lost their citizenship on marriage to an alien.

The Council also proposes to explore and make recommendations on child care facilities in the country and on "women's aid" services that are not available to the women who need them most.

"Government action is needed that will ensure that women are adequately represented on federal Council's, commissions, boards and crown corporations," Cooke continued. "We also want to see more women in senior government positions and we want Government to upgrade certain positions presently held by women, specifically, the position of Director of the Women's Bureau in the Canada Department of Labour to the status of senior executive.



Albanie Morin, Shirley Goendry, Doris Anderson, Catherine Warren



The Council will also **encourage legislation to open up the lines of career advancement for secretaries and clerical workers** and to abolish "rug-ranking"—where a secretary is paid according to the status of her boss, rather than the job performed.

Just recently, one of the largest occupational groups in the federal public service—and one that is mainly women—**The Association of Public Service Secretaries**, made up of women from the clerical and stenographic categories, **presented a brief to several government officials, one of whom was Treasury Board President C. M. Drury**. The brief outlined 21 specific recommendations for improving the career lines of secretaries; these included better training, including bilingual training, more mobility and more opportunities for promotion. Drury responded that "I understand what

you mean but I don't think it would work. You know, a man at a certain level is entitled to a certain size of desk, bookcase, and a typewriter and secretary. I don't like to refer to a girl as a chattel, but in fact, she comes along the same way."

Cooke stated also that there must be some type of target system so that women will be represented at the senior executive levels of government. "The Government must become a model employer, acting as an example to the private sector. There should be some type of quota, whereby a certain percentage of women are represented at the senior levels."

Claude Edwards, President of the Public Service Alliance, **does not support the quota system for women in the public service**, "I think that if a woman wants to make it, she can; a quota is a direct insult to any woman's intelligence; a woman hired on a quota basis might prove to be incompetent, for she was hired because she was a woman and not because of her abilities, or, if a 30-per-cent quota for women was set, and if all 30 per cent of these positions were filled, a qualified woman might come along and not be hired. I do feel, however, that we must open up the career lines of women by having more women involved in the career management programs."

The Ontario government's Green Paper, **"Equal Opportunity for Women in Ontario: A Plan for Action,"** does not support the idea of setting up quotas to increase the number of women in the middle and senior ranks of the public service, favouring instead an Equal Opportunity Program. Various other commissions and studies have documented the "discriminatory practices" of the public service towards the hiring of women.

One of the most recent studies, **"The Biography of an Institution, The Civil Service Commission of Canada," 1908-1967,** by Hodgetts et al., puts forward the thesis that the federal Government **has never in fact had a traditional merit system,** although for some minorities, the Government has become a model employer. "The present move toward bilingualism in the public service and the incorporation of veteran's preference indicate a definite recognition of the limitations of the traditional merit system, which has previously been ignored." The extension of this recognition to other groups has not yet come about, **"for women have been treated in a positively discriminatory fashion. The basis of this discrimination has been a simple acceptance on the part of Government of the prevailing inequalities of the society at large."** Based on various reports of the public service commission, however, Hodgetts indicates that the role of government as a model employer might extend into other spheres, "such as the employment of women, for the Government is coming to realize that equal treatment is not necessarily equitable treatment."

The Public Service Commission's Annual Report outlined the means by which it is trying to implement the Royal Commission's call for equitable treatment. **There has been a directed effort to increase the number of women participants in the Career Assignment Program (CAP).** There has also been the creation of the Office of Equal Opportunities for Women, directed by the Bureau of Staff Development and Training, which identifies public servants in middle management having the potential for advancement. They are given an intensive development course followed by a series of assignments, designed to provide them with the knowledge and skills required for senior executive positions.

Although Cooke wants more women to be involved in the Career Assignment Program, to date, women have not been adequately represented; in 1972, out of 92 participants, only 10 were women. One woman in the middle management category stated that she had to turn down the opportunity to go on CAP, as "it is a 12-week residential course and I am unable to leave my family for this length of time." She stated that inequalities do in fact exist, at this level. "When the director left for his holidays, he left a memo outlining those who would be in charge during his absence. My name was not on the list although I had the highest classification and the most seniority of anyone in the branch.

I have brought this to the attention of the women in charge of equal opportunities in the department, but as yet, no action has been taken."

At the executive level the statistical picture looks gloomy; in 1972, there was the appointment of two women to the executive category, raising the total to three. There are more than 700 positions in this category. The Commission has also identified 36 management levels as equivalent to positions in the executive category. Women are represented in ten of these groups; with 29 out of 752, or 3.9 per cent of the positions, held by females. The remaining 26 occupational groups, accounting for 684 positions, are staffed entirely by males at these levels. "While the number of women in these positions has risen since 1970," Cooke said, "the Council believes the increase has been little more than window dressing."

One of the major tasks of the Advisory Council will be to ensure that the Government does become a model employer for women in the public service. But at present the statistics can be interpreted as further evidence to substantiate Rosemary Brown's statement, "according to my criteria, no women have made it."

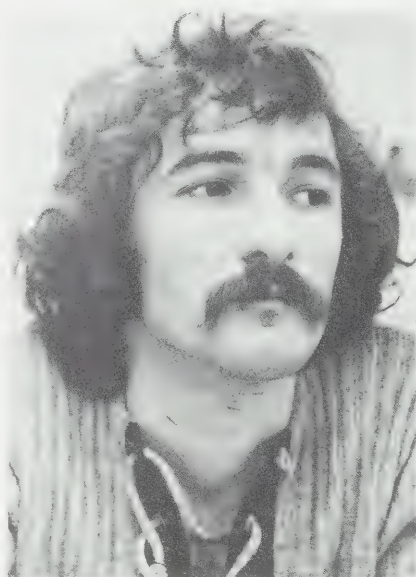
THE STATE OF LABOUR RELATIONS IN LA BELLE PROVINCE

BY JACQUES FLEURY

Labour relations in the Province of Quebec have deteriorated markedly over the past few years and an increasingly tense situation seems inevitable. We should therefore speak more of a provisional and fragile truce than of a durable consensus among the main actors in the industrial relations scene.

This is one of the facts which Bernard Solasse, sociologist and professor in the Department of Industrial Relations at Laval University, **told a recent convention** dealing with the politization of labour relations.

The situation has deteriorated to the point where the parties no longer speak the same language. It is a dialogue of the deaf.



"Their aspirations and visions of the society to be built are incompatible," explains the sociologist. "When the CNTU, the QFL or the QTC speak in favour of a socialist or autonomous society, or when they criticize the present system, they express opinions which are at variance with those of management and the governing majority."

The same opposition of ideas is to be found with regard to what is called in the Province of Quebec "the national question," in other words the organization and operation of the State.

Neither party holds the key to its own survival. Each must evolve through bargaining and compromise, even if they do not share the same interests or objectives.

"There are always compromises in practice," explains Solasse, **"because a society purely in a state of conflict, would lead to anarchy.** If, on the one hand, there is incompatibility of ideological positions, there are, on the other hand, collective agreements that are being signed, decrees which are being applied somehow or other.

The increasingly radical ideology of Quebec trade unionism is not merely a matter of vocabulary. Solasse notes in fact that by their actual behaviour and their strategies, the trade union organizations tend to call in question the logic of the industrial relations system, and beyond that, of society itself. Along this line, the labour disputes grow worse and it is becoming increasingly difficult to find the proper solution.

It is relatively easy to see that **the leaders of the central labour bodies and the management representatives no longer speak the same language.** However, it is difficult to understand how and why the two parties have arrived at their respective positions.

Certain observers conclude that this unrest is due solely to union leaders and their advisers. "The explanation is simplistic and false," states our interlocutor.

In Solasse's opinion, the politicization of trade unionism in the Province of Quebec is increasingly due to the action of militants. "I do not say the action of all militants, but of groups of militants who are becoming more and more aware of the limits of traditional trade union action, centered on the negotiation of collective labour agreements, and who want to change society," he states.

Union representatives encourage this awareness, but the themes they develop and their invitations to action would undoubtedly be of no use if an increasing number of militants and union members did not **rediscover their aspirations.**

To the old demands concerning wages and job security are added today other demands concerning consumer protection, economic growth and development, or still what J. K. Galbraith calls "the quality of life."

Besides those demands which cannot be satisfied by the present system of industrial relations, there is finally another series of demands related this time to the participation of workers in managerial decision making.

Solasse states that a growing number of the rank-and-file want to participate in this process. And this brings a new element to the situation. Moreover, this type of demand is not only made by trade union organizations but more and more by a growing number of movements or social groups. In all cases, through these demands society, as well as its social and political order, are being challenged.

It is no longer only ideologies but behaviours which again call in question the logic of the industrial relations system. Trade union action goes beyond the framework of the industrial relations system.

After reminding us that collective bargaining and its outcome, the collective agreement, enables the parties at the most to settle wage and seniority matters, Solasse points out:

"The negotiable area is within strict limits, where access to decisional power is excluded. **The collective agreement does not enable professionals and newspapermen, for instance, to exercise full control of information and its distribution, something which they are asking for.**"

The same goes for teachers. Their collective agreements give them neither the control of programs, nor that of the marking system which, nevertheless, are matters under their responsibility. Thus, in no way does the collective agreement make the union the associate, or all the more so, the equal of the employer in the matter of the basic decisions of the undertaking.

This was pointed out by Mr. Jean Marchand who was then president of the CNTU. "North American workers," said Mr. Marchand, "are foreigners in the firms where they work ... Economic activity is a game preserve from which they are systematically excluded."

Solasse feels that the most progressive firms resort daily to the expedients of psycho-sociology, "manipulating consciences and motivations." This situation adds estrangement to conflict and tension.

"The development of this radical ideology has been accomplished progressively," he continued. **"In the first phase, the trade union movement merely repeated** with emphasis **the main themes** inherited from the Quiet Revolution: masters at home, social democracy, economic development, democratization of teaching ... **In a second phase, it was disappointed by the results** and became more extreme, at least in its criticism of the establishment."

With regard to **the present situation**, it seems that criticism **has changed into open confrontation and hostility**, the disputes in the public and parapublic sectors only making matters worse. "It also seems to me," said Mr. Solasse, "that the direction that the CNTU, QFL and QTC are taking is increasingly favourable to nationalistic themes. Everything is going on as if this matter were already solved, and this is an erroneous assessment of the present situation".

Solasse notes that on the one hand the trade union movement, except for a current represented at the QFL by the Steelworkers' Union, intends to keep aloof from any political party, and that on the other hand, the Quebec trade union movement is redefining its direction, especially its political trends. Thus, the Quebec trade union movement has not yet established any coherent strategy, since the common fronts merely represent opposition to the establishment. In Solasse's opinion, the next step should be to define the kind of political action aimed at gaining power. This is the time when the difficult question of relations between unions and parties will come up.

In his opinion, the trade union movement could decide in favour of permanent confrontation whatever party is in power, or it could support one of the political parties, probably the Parti Québécois, since the NDP has no strong foothold in the Province of Québec. A third hypothesis is that the trade union movement could create an entirely new political party that would seek, at least at the outset, to reflect and express the movement's aspirations. Each of these possible options now has its supporters and its adversaries, which undoubtedly explains the caution with which these questions are being considered.

"No one knows how this dilemma will finally be resolved," states Solasse. There are too many intangible factors in the way: the evolution of the political situation in the Province of Quebec and Canada, the strategy of the opposing political parties, especially that of the PQ. In his concluding remarks, the Laval sociologist declared that "the politization of the Quebec trade union movement constitutes an irreversible phenomenon and that the trade union movement is becoming a political force with which governments should reckon."

(Jacques Fleury, from Granby, Québec, studied journalism at Carleton University in Ottawa and served as a journalist at **La Voix de L'Est**, Granby, and as a contributor to **Dimanche Matin** and several other newspapers. He has been on the staff of **La Gazette du Travail** for the past few months.)

THE WORKING PAPER ON SOCIAL SECURITY: THE SYSTEM UNDER SCRUTINY

Canada's present social security system is one of the most advanced in the Western World—but it is time to innovate, to make the major changes that are “manifestly held by Canadians to be of high social priority,” asserts the Working Paper on Social Security in Canada, recently released by the federal Government. Two proposals the Government would like to see implemented “as soon as possible” involve: (1) a substantial increase in family and youth allowances; and (2) amendment of the Canada Pension Plan to increase the year's maximum pensions payable, and to remove, or at least raise, the present ceiling on the escalation of pension benefits.

The Working Paper was prepared as the government's contribution to a joint federal-provincial review, which began in April 1973, of Canada's total social security system. The implementation of any new approach will be dependent upon a “reasonable consensus between federal and provincial governments,” but it has been agreed that the review should be completed within two years, and that it should be regarded as the beginning of a three- to five-year process during which new approaches would be developed and gradually implemented.

The Working Paper declares that the central objective of social security in Canada is an acceptable basic income, whether from employment, if a person is able to work, or through pensions or allowances, if unable or not expected to work; the focal point of the study is how best to achieve this income security for all Canadians.

Postulating that **income security programs**, to be successful, **must be based on community attitudes and values**, the paper's approach to social security is based on the government's conception of those values. These are: **Independence** or self-dependence—Canadians expect to meet their own needs through their own efforts, and expect others to do their best to do the same;

Interdependence—Canadians hold that man has a responsibility to his fellow men, a social ethic deeply rooted in Canada's cultural traditions, and based on the need, in frontier times, to rely on one another for survival.

The paper points out that, if there is disagreement over whether these values are commonly held by Canadians, such disagreement should be discussed and resolved. “Otherwise, what might appear to be differences of opinion over the social security system may well turn out to be differences of view as to what Canadians believe,” leading to a different social security structure.

Fairness or equity is another value commonly held by Canadians: that the fruits of economic growth should be fairly distributed. “**We doubt very much that Canadians believe that the lazy should appropriate more than their fair share of the increases in leisure**, any more than they believe that the powerful should appropriate more than their fair share of the increases in income.”

The ideal social security system, then, would be one that reflected these values. For those of working age and able to work, there would be employment at a living wage, with income supplements to meet the cost of child-raising in families whose income fell at or near the minimum wage. To meet contingencies, temporary unemployment, sickness, injury and disability and to provide for retirement, there would be a public or social insurance plan to provide for basic needs, with private insurance also available to meet further needs. Universal hospital and medical insurance plans would be established by the state.

If someone failed to receive an adequate income through employment or income from savings, additional support measures would be available, associated with social and employment services to assist those who were able to return to work. There would also be special and institutional services such as nursing homes or child care facilities.

To some extent, Canada has already built a social security system that meets this "simplistic model." **The system, however, has serious deficiencies** that become apparent, the Working Paper concludes, "when one looks at how it affects individual Canadians." The major deficiencies in the present system are as follows.

The first deficiency arises from the assumption that Canada can, at any and every point in time, expect to achieve full employment, with regional and sectoral economic policies expected to overcome the economic disadvantages of industries and regions.

Another example of the mistake in believing that general economic policies are capable of providing everyone with "income through employment" **is to be found "in the manifest inability of industry always to grow at exactly the right rate to absorb increases in the la-**

bour force. If there is a sudden surge in the numbers of young people leaving school, or an unexpected increase in the numbers of married women who seek employment outside the home, it takes time for the private economy to adjust, and to provide the jobs that are required." Thus, special employment measures will be required to supplement general economic policies, and such measures should be looked upon as a basic element of the social security system.

A second major deficiency is where the employment income is not adequate to meet the family's needs. Where the breadwinner is working at or near the minimum wage, he or she will not have enough to support more than one or two children. "In many cases, the family would actually be better off if the breadwinner were to quit his or her job and go on social assistance, for the social assistance levels for couples with two or more children are higher in most provinces than the minimum



wage in those provinces.” And where the working spouse holds part-time or intermittent jobs, or is self-employed with low earnings, social assistance may not be available, and for others—the intermittently unemployed—it may not be acceptable because of the stigma attached.

The third deficiency is that often there is too little incentive to get off social assistance. In most provinces, one loses nearly \$1 of social aid for every \$1 of income from employment. The social security system is doubly biased against mothers who are widowed or separated and have dependent children; there is little incentive for them to seek employment outside the home, and the lack of child care facilities, as well, creates difficulties should they seek employment.

A fourth deficiency arises from the variety of assistance available to families with similar needs but in differing circumstances. The Working Paper details the income situation, including family allowances, of a family with three children, ages 6, 10 and 15, in one province: “if the working spouse is working at the minimum wage, the family income would be \$4,008; if he were undergoing training and receiving Manpower Training Allowances, the family income would be \$4,620 and if the working spouse were receiving the average compensation under a Local Initiative Project, the family income would be \$5,308 on an annual basis.”

Consider this “patchwork quilt” of programs—and the lack of co-operation in their development and administration and the maze of authorities people are confronted with—**“Somehow the poor citizen is expected to co-ordinate all of these bureaucracies** if he is to resolve the problems with which he is confronted—a degree of co-ordination which even the governments themselves have been unable to achieve . . .” On top of the indignity of dealing with so many agencies, there is the additional indignity that has come to be associated with social assistance . . . What is sought is an income security system that is humane from the point of view of the needy, and not simply lax or overgenerous from the point of view of the taxpayer.

And the system must be re-constructed to prevent abuses; that is, reflect the values of independence, inter-dependence and fairness.

Based on what the Working Paper sees as the principal deficiencies of the present system, and in line with current views on the ideal social security system, **five strategies are put forward for the coming discussions, along with a number of propositions** on how these strategies may be implemented.

The first strategy is an **“employment strategy” to provide particular groups of people with job opportunities**, using more specific and selective measures that are found in current economic policies. There are three propositions for consideration in attempting to develop this new employment strategy.

Proposition 1: That the income security system should remove any disincentives which may exist to discourage people who are on social assistance from taking advantage of the training and employment opportunities available to them, and thus from becoming wholly self-dependent. It should also take care to eliminate any incentive that may now exist for people to shift from employment to social assistance, by reason of the higher benefits that might thus be obtained.

Proposition 2: That governments should do a better job of finding employment in the general labour market for people who have been unemployed for an extended period of time, and of helping them to equip themselves for such employment.

Proposition 3: That as a means of meeting social needs that are now neglected or inadequately met, governments should consider the establishment of a community employment program. Its purpose would be to provide socially useful employment to people who have been unemployed for an extended period of time, either by reason of the lack of jobs in the areas in which they might reasonably be expected to look for work, or by reason of the “employability” of the people concerned.

Second is a social insurance strategy that would continue to meet temporary losses of employment income and make provision for retirement through social insurance plans, supplemented by private plans. Under Proposition 4, the shapers of a new program will be asked to consider amendments to the Canada Pension Plan, including the recommendations of the Royal Commission on the Status of Women concerning the equal treatment of men and women who are participating in the CPP, and coverage for spouses at home.

Proposition 4: That government should continue to encourage people to save to meet the contingencies of life, and to provide for retirement, through social insurance plans. The benefits from these plans, like income from employment, should be supplemented where required from an income supplementation plan.

The third is an income supplement strategy to be examined under Propositions 5 and 6, **involving two measures: a substantial increase in family allowances, including youth allowances, and a supplement for the working poor.** It would not provide an income for those who are not working.

Proposition 5: That federal family allowances should be increased from their present average of \$7.21 per child per month to an average of \$20.00 per child, and be made taxable (included in the income of the parent claiming the child as a dependant). Further, that the level of the allowances should be reviewed from time to time in the

light of changes in the consumer price index. Subject to a national minimum, and assuming the development of a consensus along the lines suggested in propositions 12 and 13, the precise amount to be paid for individual children would be left to the provinces to determine: whether the allowances should be varied according to the age of the child, or whether, as some have advocated, they should be varied with family size.

Proposition 6: That the incomes of those who are working but whose incomes are inadequate by reason of family size (even after the increase in family allowances proposed above) or by reason of the nature of their employment (low-paying self-employment or intermittent or partial employment) should be supplemented under a single, general income supplementation plan, with built-in work incentives.

An acceptable minimum income for those who are unable to earn an income from regular work is advocated by Proposition 7.

Proposition 7: That a guaranteed income should be available to people whose incomes are insufficient because they are unable or are not expected to work, namely the retired or disabled, single parent families, and people who are not presently employable by reason of a combination of factors such as age, lack of skills, or length of time out of the labour market. The guaranteed income would be paid in the form of an additional income supplement over and above the general income supplementation available—thus taking account of the fact that these people either do not

have or are relatively unable to earn their own income—with the guaranteed income being set at levels appropriate to the different groups of people involved. The additional income supplementation should provide some advantage to the single parent families and the aged and the disabled who have income from savings or who choose and are able to earn income from work, and a positive incentive to those who are not presently employable to take advantage of the training, rehabilitation, and counselling which would make them employable.

Two other aspects of the guaranteed income are dealt with: (1) old age security, and (2) special assistance where work income and income supplement are not sufficient to meet special or emergency family needs or the needs of single individuals or married couples who do not qualify for supplements because of their age or length of time in the work force.

Proposition 8: That the old age security program should be continued with the universal payments under that program being considered as a base on top of which any guaranteed income plan for the aged would be built. Further, that the present guaranteed income supplement program should also be continued, but with people who are over 65 and who have low incomes being given the option of choosing between it and any new guaranteed income plan—depending upon which is the more advantageous of the two.

Proposition 9: That, while income supplementation along the lines provided for in Propositions 6 and 7 would remove the great majority of people from social assistance as it now stands, a supplementary or "last resort" program would be required to meet special situations as they arose (as is now provided for under the Canada Assistance Plan).

The Working Paper points out that both the last two strategies, **the employment and income supplementation strategies, "call for a wide spectrum of social and employment services**—rehabilitation, training, job placement, and counselling—if they are to be fully successful." There would have to be special provisions for low income people faced with occasional expensive medical and hospital care. There is also a need for other services not available under universal plans, such as child care for single parents and nursing homes for the aged and disabled.

Proposition 10: That the broad spectrum of social and employment services required to make the employment and income supplementation strategies fully effective and efficient should be extended and improved—training, counselling, placement, rehabilitation, special work situations, homemaker and child care services.

Proposition 11: That the costs of special services including nursing home and child care, which cannot be met by the individual out of his/her income, including income supplementation, should be covered through special measures under the general social security system.

The remaining two propositions deal with the administration of the new social security system: first, a call for flexibility in determining which order of government will have the major voice in establishing the several income levels that are called for, while providing reasonable equity between individuals and families; second, an acknowledgement that the federal Government has a continuing responsibility "to combat poverty by way of a fair distribution of income among people across Canada; and a responsibility to promote national unity through preventing extremes in income disparities," and advocating national minimums, set by Parliament, in the levels of the allowances administered and financed by the federal Government.

Legislation has already been introduced in the House of Commons recommending major reforms in the Family Allowance—Youth Allowance Program. The Minister of National Health and Welfare, Marc Lalonde has said that "the new Family Allowance Program represents the first phase of a system of family income supplementation that had been put forward in the Working Paper . . . the first concrete step in the overall reform of the Canadian income security system." And on August 14, Lalonde announced that "Parliament will be asked in October to ap-

prove an amendment to the Old Age Security Act to provide for quarterly rather than annual escalation." This will be the second time this year that the Government has increased the Old Age Security Pension; in making his announcement, Lalonde said that it was "one of the key measures in the list of steps the Government will be taking to counteract the effect of rising prices on consumers."

The final proposition calls for the implementation of a new overall approach to social security, beginning in April, 1973, with the release of this Working Paper, and with priority given to legislation increasing family allowances and "those changes in the Canada Pension Plan that the provinces agree upon."

The Minister of National Health and Welfare, Marc Lalonde, in his introduction to the Working Paper, writes that, "it is my hope that what the Government of Canada has presented here, for purposes of discussion, will contribute to a reasoned and a sympathetic debate on how best to provide for the security of income for all Canadians."

J.D.A.

LABOUR LEGISLATION IN 1972

PART 6b: GENERAL INDUSTRIAL RELATIONS

BY CAL MCKERRAL AND LIIS PAINTER

During 1972, six jurisdictions made changes in their general industrial relations legislations. The Nova Scotia Trade Union Act was re-enacted (effective October 1, 1972), as was the Manitoba Labour Act (January 1, 1973), and the Canada Labour Code, Part V (March 1, 1973). Amendments were made to the Alberta Labour Act, Part V (June 2, 1972), the Saskatchewan Trade Union Act (August 1, 1972), and the British Columbia Mediation Commission Act, which was retitled the Mediation Act (November 2, 1972).

Among the highlights of the year was the introduction of technological change provisions in the federal jurisdiction, Saskatchewan, and Manitoba. Manitoba made conciliation voluntary, with the right to strike no longer dependent on the process, and the federal legislation was broadened to permit a wider choice of dispute settlement techniques.

Several jurisdictions broadened the coverage of their Acts, particularly with regard to contractors, professionals and supervisory employees.

Additional jurisdictions relaxed the requirements for obtaining a certification vote, and made other changes in the certification process. Labour relations boards were given additional powers; and strike and lockout, and unfair practices provisions were amended. The British Columbia Mediation Commission was abolished, and most of its powers transferred to the Minister of Labour.

BOARDS

Changes were made in the composition or powers of the labour relations boards in the federal jurisdiction, Alberta, Manitoba, Nova Scotia, and Saskatchewan.

The Canada Labour Relations Board is reconstituted as a full-time Board, consisting of a chairman, vice-chairman, and at least four but no more than eight other members. The Governor General in Council may appoint an additional vice-chairman should this be necessary.

The chairman and vice-chairman are to be appointed for 10-year terms, and other members for 5-year terms. The Board has its own staff, and functions independently from the Canada Department of Labour. Its chairman is the Chief Executive Officer.

All orders or decisions of the Board are final, and are not to be reviewed in any manner except by the Federal Court of Appeal. Orders or decisions of the Board may be registered in the Federal Court of Canada, and are enforceable as a judgment of that Court.

In order to expedite its work, the Alberta Board of Industrial Relations is expanded and authorized to sit in two or more divisions. The term of office of Board members is set at seven years.

The Nova Scotia legislation introduced changes regarding the Construction Industry Panel of the Labour Relations Board, which were described in the section titled "Construction".

The size of the Saskatchewan Labour Relations Board has been reduced from seven to five members, but alternate members are no longer limited to three. The members and alternate members are to be equally representative of employers and organized employees; the general public is no longer to be represented.

In Manitoba, if there is no dispute over jurisdiction of the Board or the status of an applicant union, the Board may appoint an examiner to inquire into an application for certification. The examiner may reject the application or grant certification. Any party to the proceedings may appeal the decision to the Board within five days.

Saskatchewan has made provision for the appointment of an executive officer, to whom the Board may delegate any of its powers and functions. The acts of the officer are subject to review by the Board at the request of any person affected, or upon the Board's own initiative. The Lieutenant Governor in Council may make rules permitting the Board to deal with applications *ex parte*. Any party affected by an *ex parte* disposition may apply to the Board for a review of the case.

In Nova Scotia, the Board is authorized to decide certain matters by separate consultation with the Chief Executive Officer, without having to meet as a group. The procedure is limited to cases of interim cease-and-desist orders concerning work stoppages and other uncontested cases. The Construction Industry Panel may also deal with certification applications in this manner.

Other new powers of the Boards are described, in the following, under separate headings.

COVERAGE

The federal jurisdiction, Manitoba and Saskatchewan broadened the coverage of their industrial relations legislation.

The Saskatchewan Board is authorized to include independent contractors as employees if the terms of the contract can be the subject of collective bargaining, despite the fact that the employer is not liable in tort for the acts of the contractor.

Canada and Manitoba extended bargaining rights to certain types of dependent contractors. A "dependent contractor" is the owner, purchaser or lessee of a motor vehicle who is not an employee but is party to a contract, oral or written, under which he is: (1) required to provide the vehicle by means of which he performs the contract; (2) entitled to retain for his own use any sum of money that remains after the cost of the performance of the contract is deducted from the amount he is paid; and (3) required to operate the vehicle in accordance with the contract.

In the federal jurisdiction, fishermen who participate in a joint venture on a share-of-the-catch basis are included as dependent contractors.

The federal and Manitoba legislation now also cover professional employees. A professional employee is a person engaged in the application of specialized knowledge ordinarily acquired by a course of instruction and study, resulting in graduation from a university or similar institution. He must be a member of, or be eligible for membership in, a professional organization that is authorized by statute to establish the qualifications for membership in the organization.

In Manitoba, professional employees are not to be included in a bargaining unit with other employees unless the majority of the professionals wish it. The federal Code indicates a preference for professional employees being placed in a unit separate from other employees, unless such a unit would otherwise be inappropriate. The Board may include the members of more than one profession in the unit, as well as employees who perform the functions but lack the formal qualifications of a professional employee.

Professional employees were previously covered by the Saskatchewan Trade Union Act. The provision, similar to Manitoba's, which enabled members of self-governing professions to opt out of a bargaining unit, has been deleted.

Canada, Manitoba and Saskatchewan narrowed the exclusion of managerial employees. The Canada Labour Code excludes persons who perform management functions or who are employed in a confidential capacity in industrial relations matters. Supervisory employees are no longer excluded. The Board may limit a bargaining unit to supervisory employees (whose duties include the supervision of other employees), or may include them with other employees.

The Manitoba Board may exclude a person from the definition of employee where it would be unfair to the employer to include him in a bargaining unit because he performs management functions primarily, or is employed in a confidential capacity in labour relations matters. An employee is no longer to be considered a managerial or confidential exclusion merely because his duties include the supervision of other employees of the same employer.

Saskatchewan excludes a person whose primary responsibility is actually to exercise authority and actually perform functions of a managerial character, or who is regularly acting in a confidential capacity in respect of the industrial relations of his employer.

Private constables appointed under the Railway Act or the National Harbours Board Act are also brought under the federal Code. The constables are to be placed in a separate unit and must be represented by a separate trade union that does not represent any other employees, or their employer.

The Saskatchewan Act now applies to dismissed employees whose dismissal is being dealt with by the Board. The definition of employer was amended to enable the Board to determine who is the employer if a contractor supplies the services of employees to another person.

In Nova Scotia, no person ceases to be an employee only because he ceases to work as the result of a lockout or strike. The previous statute offered protection only to employees who lost their jobs as a result of a legal work stoppage. The Board now has final jurisdiction to determine whether any person has ceased to work for his employer because of a lockout or strike, or has been dismissed by his employer contrary to the Act or a collective agreement.

EMPLOYER, UNION GROUPS

Under the federal Act, **a trade union may now apply for certification as the bargaining agent for employees of two or more employers** who have formed an employers organization if the Board is satisfied that each of the employers has granted appropriate authority to the organization to enable it to discharge the duties and responsibilities of an employer under the Act. An employer who ceases to be a member of the organization, or who withdraws the authority that he had granted to the organization, will continue to be bound by any collective agreement, and may be required to bargain individually by the union.

A council of trade unions will be able to apply for certification as though it were a trade union. The Board may certify the council, provided that it demonstrates that it is entitled to certification, and the Board is satisfied that each of the trade unions has granted appropriate authority to the council to enable it to discharge the duties

and responsibilities of a bargaining agent under the Act. Membership in any component of the council will be deemed to be membership in the council. After certification, the council and each trade union forming the council are to be bound by any collective agreement entered into by the council.

EMPLOYERS' PREMISES

The Canada Labour Board is empowered to order that an authorized union representative may have access to employees living in an isolated location, or premises owned or controlled by the employer, if access would be impracticable unless permitted on these premises, and reasonably required by the union.

Saskatchewan has made it an unfair labour practice for employers to interfere with access by trade unions to employees living in premises supplied by the employer.

WORKING CONDITIONS

The new Manitoba Act extends the prohibition against unilateral altering of working conditions by the employer. Previously, the employer was forbidden to alter working conditions, except with the consent of the union, between the time notice to bargain was given and the right to strike or lockout was acquired. The prohibition will now apply, except with the consent of the Boards, from the time an application for certification is made until it is disposed of. Where the application is granted, the prohibition will continue, except with the consent of the union, until the right to strike or lockout obtains.

In Nova Scotia, consent to vary wage rates or conditions of employment after application for certification has been made, or notice to negotiate served, must be granted by the Board or the bargaining agent, rather than "by or on behalf of the employees in the unit." The Board is expressly given the authority to order compensation to employees for losses suffered as the result of such unauthorized variation.

In Alberta, a complaint that the conditions of employment were altered contrary to the Act may be heard as if it were an unfair labour practice. The Board may issue a cease-and-desist order.

VOLUNTARY RECOGNITION

As is the case under most provincial legislation, **the Canada Labour Code makes it clear that bargaining rights may be acquired through voluntary recognition**, as well as by certification. For most purposes under the Code, a voluntarily recognized union will be in the same position as a certified union.

In Nova Scotia, a voluntarily recognized union is included as a "certified bargaining agent" if it is party to a recognition agreement that has been filed with the Minister of Labour. The circumstances under which recognition is not permitted are clarified.

REPRESENTATION VOTES

Several jurisdictions have relaxed the requirements for obtaining a certification vote, and have made other changes in the certification process. In order to apply for certification in most of these jurisdictions, a union needed to have a majority of the employees in a bargaining unit as a members in good standing.

Where an application for certification has been made, the Canada Labour Relations Board must certify the union if it is satisfied that a majority of the employees in the appropriate unit wish to have the union as their bargaining agent.

The Board, however, may order a representation vote in any case in order to determine whether the employees wish a particular union to be their bargaining agent. If no other union is the bargaining agent, this vote must be ordered if not less than 35 per cent of the employees in the unit are members of the trade union. The majority of employees voting, rather than a majority of those eligible to vote, will determine the issue. A representation vote is void if less than 35 per cent of the eligible voters have cast a ballot.

If there is no bargaining agent, a no-union alternative must be included on the ballot. Provision is made also for a run-off vote in cases in which no union has obtained a majority, but more than 50% of the votes cast are in favour of all unions. A choice must be included under which employees may indicate whether they wish to be represented by the union that received the largest number of votes on the first ballot.

In Nova Scotia, a union may now apply for certification when it has 40% membership in the unit. The application must be rejected if the Board is satisfied that the union does not have at least 40% membership.

The Board has the power to order a representation vote in any certification proceeding if it judges that a vote is necessary to accurately determine the wishes of the employees. A vote must be held if the union has between 40% and 60% membership; the Board may dispense with the vote, however, if it is satisfied that the vote would serve no useful purpose, and provided that the union has at least 50% membership.

As previously, at least 60% of the employees in the unit must participate in the vote, and the Board may certify the union if a majority of those voting select the union as their representative.

The Manitoba Board must now order a representation vote where between 35% and 50% of the employees and found to be members in good standing. The application must be dismissed if fewer than 35% are members. The Board retains its discretion to hold a vote in any other case, and certification votes continue to be determined on the basis of those actually voting.

The Saskatchewan Board may hold a representation vote in determining whether certification should be granted. A vote must now be held at the request of the union if no certification order is in effect and, as previously, on a displacement application at the discretion of the Board. In order to be entitled to the vote, the union must demonstrate that at least 25% of the employees have indicated their support during the past six months. A 1966 amendment, making a vote mandatory when between 40% and 60% of the employees indicated that they wished, or no longer wished, to be represented by the union, has been deleted.

TIMELINESS

The federal Act sets out new time limits during which an application for certification can be made if a collective agreement is in force. If the term of the agreement is less than two years, then application can be made during the last three months the agreement is in effect. If the term is for more than two years, then application can be made after the commencement of the twenty-fifth month, or during the last three months of each year thereafter that the agreement is in force, or during the last three months of the agreement.

Except with the consent of the Board, an application for certification cannot be made during the first six months of a lawful strike or lockout.

Under the Nova Scotia Act, a union may challenge the certification of another union only during well-defined "open season" periods. If the collective agreement is for a term of not more than three years, application may be made only during the last three months of its operation. If the agreement has a term longer than three years, application may be made between the thirty-fourth and thirty-seventh month of its operation, and thereafter during the three months preceding the end of the year of its operation, or after the commencement of the last three months of its term. Under the previous Act, an application could be made only during the last two months of its term, except with the consent of the Board.

In Saskatchewan, time limits are also placed on certification challenges, applications being limited to the period between 60 and 30 days before the anniversary date of the agreement. If the challenger is successful, the existing collective agreement is terminated, and the employer must immediately bargain with the new union; previously, agreements remained in force until their expiry date.

In Manitoba, applications may now be made during the three months, rather than the two months, preceding the termination or anniversary date of the agreement.

As before, **the federal Act denies certification to employer-dominated unions.** A new provision also denies certification to unions that, through policy or practice, discriminate against certain individuals or classes of individuals, insofar as membership is concerned.

In Nova Scotia, certification is denied any union that discriminates in membership or grounds of sex, race, creed, colour, nationality, ancestry or place of origin.

Special provisions for granting certification with respect to a unit of employees of two or more employers in the longshoring industry have been included in the federal Act. The Board will have power to certify a trade union for such a unit, notwithstanding that the employers have not formed an employers organization. In such cases, the Board will order that one agent be appointed by the employers to act on their behalf, and that the agent be appropriately authorized by the employers to discharge the duties and responsibilities of an employer. Other industries may be brought within the ambit of these provisions by order of the Governor in Council on the recommendation, if the Board is satisfied, upon inquiry, that employers engaged in the industry in a particular geographic area obtain their employees from a common pool.

If a trade union in the federal jurisdiction is substituted for another as the result of certification, the new union has the right to serve notice to bargain at any time within three months from the date of certification. Previously, the new trade union could terminate the agreement upon two months notice to the employer.

The federal and Nova Scotia Acts define a unit as a group of two or more employees; previously, the Nova Scotia law referred to a group of employees.

In Saskatchewan, a bargaining unit must not be found inappropriate merely because the employer claims that the complement of employees is not a full strength. This provision will make it easier for unions to obtain certification in new plants and in the construction industry.

In determining what constitutes an appropriate unit or what union represents a majority of the employees, the Board may reject information concerning matters that occurred after the certification application was filed.

TERMINATION

The federal Code now allows applications to the Board for revocation of bargaining rights acquired through certification or voluntary recognition. An employee claiming to represent a majority of the employees may apply for revocation of certification after a period of one year from the date of certification if there is no collective agreement or, if a collective agreement is in force, during the same period as an application for certification. In cases of voluntary recognition, an application for an order declaring that the bargaining agent is not entitled to represent the employees may be made at any time during the first year of the collective agreement, and thereafter during periods when an application for certification is permitted.

Except with the consent of the Board, such applications are not to be made during the first six months of a lawful work stoppage. If no agreement is in force, revocation is permitted only if the Board is satisfied that the union has not made reasonable efforts to conclude an agreement. The Board may at anytime revoke a certification obtained by fraud on the application of an employee, the employer, or a trade union that appeared before it in the certification proceeding. The Board must be satisfied that the evidence could not, by the exercise of reasonable diligence, have been presented at the proceeding, and is of such a nature that it would have led to a refusal of certification.

The Nova Scotia Act was amended to allow a dissident group of employees to apply for revocation of certification, and broadened the grounds for revocation to include cases in which the union is not adequately fulfilling its responsibilities to the employees it was certified to represent. The time periods for application are similar to those under the federal Act. The Board is no longer empowered to institute revocation proceedings at its own discretion.

In Manitoba, an employee claiming to represent a majority of the employees in a unit is authorized to apply for revocation of bargaining rights acquired through certification or voluntary recognition. Bargaining rights may now be cancelled on the grounds of: (1) failure to exercise exclusive bargaining rights within nine months of certification; (2) failure to conclude an agreement within two years of certification or termination of a previous agreement; and (3) obtaining bargaining rights by fraud or the commission of an unfair labour practice.

No application may be made during the first six months of a legal strike or lockout. In order to obtain a vote, the Board must be satisfied that at least 35 per cent of the employees support the application.

Upon the application of any employee in the unit, the employer, or any trade union claiming to represent the employees in the unit, **the Saskatchewan Boards are authorized to rescind a certification order that has been obtained by fraud.**

BARGAINING

The time during which notice to bargain collectively may be given was extended in the federal jurisdiction from two months before the expiry of the agreement to three months, and in Manitoba from between the sixtieth and thirtieth days before the end of the agreement to between the ninetieth and thirtieth days.

The Canada Labour Code followed other jurisdictions in imposing a duty to bargain in good faith, and introducing a freeze on terms and conditions of employment from the time notice to bargain is given, until the parties are in a strike position.

Both the federal and Manitoba Acts introduced an obligation to bargain over provisions of the agreement that the parties have agreed may be revised during its term. In Manitoba, if agreement is not reached within 90 days or the period specified in the agreement, the agreement may be terminated.

In Saskatchewan, bargaining may be carried out only through a union. The former Act allowed employees to bargain through representatives of their own choosing.

The Manitoba Act requires the employer to provide, upon the request of a certified bargaining agent if no agreement is in force, a list of all employees in the unit, indicating their job titles or classifications, rates of pay in each classification, and any other benefits. If a collective agreement exists, such requests may be made only at yearly intervals.

Collective agreements made for a term longer than two years may be reopened at the end of the second year at the request of either party. Under the earlier Act, agreements for a term longer than three years could be reopened at the end of the third year. The provisions stating that an agreement remained in force until a new agreement was signed or a strike occurred have been deleted.

TECHNOLOGICAL CHANGE

The federal, Manitoba and Saskatchewan Acts require an employer to give notice of technological change. Basically, "technological change" means "the introduction of different equipment or material, or a change in the manner in which the operation is carried out, directly related to the new equipment or material." In Saskatchewan, the definition includes also the removal of any part of the employer's undertaking or business.

Under the Canada Labour Code, an employer, bound by a collective agreement, who proposes to effect a technological change that is likely to affect the terms and conditions or security of employment of a significant number of his employees, will be required to give at least 90 days notice of the change to the bargaining agent. In Saskatchewan, this requirement applies to unionized employers, who must give notice to the union and the Minister of Labour. The Manitoba law also requires notice if the change would significantly alter the basis upon which the collective agreement was negotiated. The notice must state the nature of the change, the date on which the employer proposes to make the change, the approximate number and type of employees likely to be affected, the effect that the change is likely to have on their terms and conditions or security of employment, and—in Canada and Saskatchewan—such additional information as is required by regulations.

The term "significant number of employees" is to be defined by regulation in Saskatchewan. Federally, the Governor in Council, on the recommendation of the Canada Labour Relations Board, is empowered to specify the number or a method of determining the number of employees that are deemed to be "significant."

In both jurisdictions, if a bargaining agent alleges that he has not received proper notice, the Labour Relations Board may, after affording both parties an opportunity to be heard, direct the employer not to proceed with the change for up to 90 days, and to reinstate and reimburse any employee displaced as a result of the change. The allegation must be made within 30 days after the union knew, or ought to have known, of the failure to give notice.

After having received notice of a technological change, the federal bargaining agent will, within 30 days, be able to apply to the Board for an order granting leave to serve notice to bargain to revise the agreement, or to include new provisions to assist the employees affected by the change to adjust to the effect of the change. The Board is authorized to grant the leave if it is satisfied that the technological change is likely to affect, substantially and adversely, the terms and conditions or security of employment of a significant number of employees.

The technological change provisions do not apply: if the employer gave notice of the change prior to the date on which the collective agreement was concluded, or the last day on which notice to bargain could have been given; if the collective agreement contains provisions specifying a procedure by which such matters may be negotiated and finally settled during its term; or if the agreement contains provisions intended to assist employees affected by any technological change to adjust to its effects, and specifies that the provisions of the Act do not apply during its term. Only agreements entered into after these provisions come into force are affected.

If a bargaining agent applies for leave to serve a notice to bargain, the employer is prohibited from making the technological change until the Board has refused to grant leave or, where leave is granted, until agreement is reached, or the parties have negotiated and have reached a strike position.

In Saskatchewan, after receiving notice of technological change, the union has 30 days in which to serve notice on the employer to bargain. The Board may, upon application, make an order relieving the employer from bargaining, or denying the union the right to serve notice to bargain. The Board must be satisfied that the employer had given the union notice of technological change before the current agreement was entered into, or not later than the first date on which notice to bargain may be given (60 days before the end of the agreement). An exemption is possible also if the

agreement contains procedures for negotiation and final settlement of matters related to terms and conditions or tenure of employment likely to be affected by technological change.

Once notice to bargain has been given, the employer must not effect the technological change unless the Board has relieved him from complying with the obligation to bargain, or an agreement has been reached, or the parties have bargained but failed to reach an agreement and the Minister has been notified of the failure.

When a Manitoba employer gives notice of technological change, the bargaining agent may serve notice to bargain to revise the agreement or enter into a new one. The existing collective agreement then expires on its termination date, or in 90 days, whichever is earlier.

Either the bargaining agent or the employer may submit to arbitration the question of whether or not a notice of technological change need be given. If the arbitration board rules that it does, then that award is deemed to be the required notice.

The circumstances under which notice is not required are similar to those under the federal Code. The Manitoba Act specifies that notice must have been given four days before the agreement was entered into or the last-day notice to bargain could have been given, and permits a supplementary agreement that the employer may make the technological change.

DISPUTE SETTLEMENT

In Manitoba, it is no longer necessary for the parties to a collective agreement to avail themselves of conciliation procedures and to observe a subsequent waiting period before obtaining the right to strike or lockout. The parties can, of course, submit voluntarily to conciliation.

The Canada Labour Code provides that, if the parties to a collective agreement have not begun bargaining, or have been unable to reach an agreement, they may notify the Minister of their failure to enter into an agreement. The Minister then has 15 days to exercise one of four options: (1) appoint a conciliation officer; (2) appoint a conciliation commissioner—in effect, a one-man board; (3) establish a conciliation board; or (4) notify the parties of his intention not to do any of the above. The Minister may also exercise any of these options at his own initiative.

When a conciliation officer is appointed, he must confer with, and assist, the parties in reaching an agreement. He must then report success or failure to reach an agreement within 14 days to the Minister. If he has been unsuccessful in bringing about an agreement, then the Minister has seven days to: (1) appoint a conciliation commissioner; (2) establish a conciliation board; or (3) give the parties notice that he will do neither.

As in several other jurisdictions, the Minister may now, at any time, appoint a mediator to assist parties in settling a dispute or difference. This power is unrelated to the conciliation procedures leading to the right to strike or lock out.

The British Columbia provision authorizing the government to order the compulsory settlement of disputes when such action was deemed necessary to protect the public interest and welfare has been deleted.

ARBITRATION

The Nova Scotia Act now includes a model arbitration clause that provides for a single arbitrator rather than the usual three-man Board. If the parties fail to agree on an arbitrator, the Minister is to choose him.

The Nova Scotia and federal Acts provide that the arbitration provisions of the collective agreement remain in effect between the termination date of the agreement and the beginning of a legal strike. A similar Manitoba clause was amended to make it applicable only to arbitration begun before the end of the agreement.

Under the Canada Labour Code, the orders or decisions of arbitrators are not subject to court review; but they are enforceable in the Federal Court of Canada as a judgment of that Court.

In Alberta, a grievance arbitration board is given authority to vary the penalty if there was not just cause for dismissal or suspension, or if penalty was unreasonable. An award denying a grievance is now subject to court review, as well as an award affording some relief.

STRIKES AND LOCKOUTS

Under the new Manitoba Act, the right to strike or lock out is no longer related to conciliation procedures. The parties are not required to avail themselves of the conciliation procedures or to observe subsequent waiting periods. When a bargaining agent has been newly certified, the right to strike or lock out is acquired 90 days after certification is granted. In case of renewal or renegotiation of an agreement, the right comes about on the termination or expiry date of the agreement.

As previously, a union that does not have the right to bargain does not have the right to strike. A similar prohibition now applies to employees who are not represented by a bargaining agent with the right to bargain. An employer is forbidden to lock out employees in such a situation.

In the federal jurisdiction, the waiting period before a strike or lockout can take place is seven days after conciliation requirements have been met. No employee may participate in a strike unless he is a member of the bargaining unit that has been given notice to bargain collectively, and unless the bargaining agent that represents him is in a strike position.

The legislation contains provisions that are to be used if a strike or lockout occurs during the period of a general election. If, in the opinion of the Governor in Council, the strike or lockout would adversely affect the national interest, the seven-day waiting period can, by order, be initiated on the first day after the date fixed for the return of the election writs. The Minister of Labour must report to Parliament, stating the reasons for such an order by the Governor General in Council.

The Labour Relations Board has the power to declare that a strike or lockout is unlawful.

In Nova Scotia, the strike delay is now 14 days after the report of both the conciliation officer and the conciliation board. Previously, a 21-day delay had to be observed following the report of the conciliation officer. The period during which the parties may request the Minister to appoint a conciliation board has also been reduced to 14 days.

Before a strike or lockout may take place, the Minister must be given at least 48 hours notice. The right to strike or lock out remains in effect for six months. It can be reacquired by resubmitting the dispute to conciliation.

In Saskatchewan, a 1968 amendment that provided for an additional strike vote was repealed. Under this section, if a strike had continued for 30 days, either party or any employee could apply to the Board for a vote to determine if the majority of employees were in favour of accepting the employer's last offer and returning to work. The employer could then not withdraw his offer.

The federal and Manitoba Acts amended the definition of "strike" to include "a slowdown of work or other activity" in relation to work designed to restrict or limit output, and considerably increased the penalties for illegal work stoppages. Several jurisdictions also introduced new unfair labour practice provisions with regard to strikes.

UNION SECURITY

Under the Saskatchewan Trade Union Act, a union security clause must be inserted into a collective agreement at the request of a union representing a majority of the employees. This clause has been extended. As previously, as a condition of employment, employees who are or become union members must maintain their membership, and new employees must become members within 30 days. Persons who are not required to be members must now pay union dues.

Upon the request of the employee and the trade union, the employer must deduct not only union dues, but also assessments and initiation fees.

The protection afforded by the Act against termination or denial of union membership does not apply to employees who have engaged in activity against the union. Activity on behalf of another union does not alone constitute activity against the trade union. Previously, membership could not be denied for these reasons if the employer investigated or contributed financial support to the activity.

Several other jurisdictions extended protection against denial of union membership under their new unfair labour practices provisions.

Every agreement in Manitoba must now contain a compulsory checkoff provision. Membership dues must be deducted whether the employee is a union member or not. Deduction is not required for special assessments or pension, superannuation, sickness and insurance benefits that are available only to union members.

If an employee objects to joining a trade union or to paying union dues because of his religious beliefs, the money deducted is to be sent to a charity, mutually agreed upon by the employee and the trade union or, failing agreement, one designated by the Board. (Ontario and Saskatchewan are the only other provinces to have a conscience clause.)

The federal legislation now provides for the checkoff of union dues. The checkoff authorization may be revoked by the employee's giving 30 days written notice. This provision does not apply to employees governed by a collective agreement requiring the deduction of union dues.

The Nova Scotia legislation was also amended to make it clear that the checkoff provisions of the collective agreement prevail.

SUCCESSOR RIGHTS

The Canada Labour Code now includes provisions concerning **successor rights of unions** and the transfer of a business from one employer to another, similar to those in most provincial legislation. The Board has the power to determine any questions, including whether or not a business has been sold, and the purchaser's identity.

The Act also contains new provisions to deal with situations in which a portion of the Public Service of Canada is established as, or becomes a part of, a corporation to which the Act applies (for example, corporations established to perform any function or duty on behalf of the Government of Canada.)

In Saskatchewan, the former union successor rights provisions of the Act, which were replaced in 1968 by ones similar to those of other jurisdictions, have been re-enacted. Between 1968 and August of 1972, an application had to be made to the Board by the union claiming successor rights. At present, in case of change of name, amalgamation, merger or affiliation of unions, the union acquires successor rights unless the Board orders otherwise.

The Manitoba provisions governing continuity of certification and collective agreements where businesses are merged or amalgamated are made applicable to situations where a business is sold.

The federal Board has the power, after a hearing, to declare two or more employers to be a single employer if it is satisfied that such employers are associated or related businesses having common control or direction. The Nova Scotia Board was given similar authority: it may treat separate corporate entities that are under common management or direction, including direction of the workforce, as one employer.

In addition, when an employer contracts out a significant part of the work normally done by his employees, the Nova Scotia Board may direct that the provisions governing the transfer of business apply. The onus of proving that the work was not contracted out in order to avoid obligations under the Act is on the employer.

UNFAIR PRACTICES

The federal jurisdiction, Manitoba and Nova Scotia made extensive changes in their unfair labour practices provisions. In all three jurisdictions, several new prohibitions are directed at unions. A union is forbidden to require an employer to terminate the employment of an employee who has been expelled or suspended from union membership for any reason other than failure to pay uniformly required dues and assessments, or to discriminate in applying the membership rules. The Canada Labour Code and the Nova Scotia Act also forbid discrimination in the application of discipline standards, or expulsion or discipline for refusing to perform an act contrary to the legislation. In Manitoba, the latter prohibition applies in cases of an unlawful strike.

Employers are forbidden to discipline employees for refusing to perform the duties of an employee who is lawfully on strike. In Manitoba, other prohibited employer activities include: a refusal to reinstate employees following resumption of work after a legal strike or lockout according to the collective agreement or seniority rights; altering the status of an employee who refuses to do work that would facilitate the operations of another employer whose employees are lawfully on strike or locked out; and interrogation of a candidate for employment regarding his status with a trade union, unless such information is required for purposes of compliance with the collective agreement.

Saskatchewan deleted some provisions. Among these was a **"hot cargo" clause** that made it an unfair practice for a trade union or employees to take delivery of goods from, or assist in loading, a carrier, unless the Board was satisfied that the union or employees had a valid trade dispute.

Jurisdiction in this area has been transferred from the courts to the Canada Labour Relations Board.

The procedures under the federal and Nova Scotia Acts are similar. Complaints must be made within 90 days. And those against the union must first exhaust the internal remedies established by the union. The Board, however, has

overriding discretion in such matters, especially if the union member may have been dealt with unfairly by the union. In the federal jurisdiction, the consent of the Minister is required before complaints relating to the collective bargaining process can be made.

The Board may assist the parties to settle the complaint. If it does not do so or if the complaint is not settled, a formal hearing is to be held. The Board has extensive power to order reinstatement and monetary compensation, and to order compliance with the Act.

In Nova Scotia, if a complainant establishes that it is reasonable to believe that the employer has dismissed or otherwise discriminated against him for exercising his rights under the Act, the burden of proof that this was not the case is on the employer.

In Manitoba, as previously, on application for remedy may be made to the Board. An amendment clarifies that a person has an option to apply to the Board or to bring action in the courts; but by the exercise of one option, he forfeits the right to use the alternative.

The Minister may now appoint an investigator to inquire into an allegation that there has been a violation of the Act, and to attempt to effect a settlement. He is authorized to initiate either prosecution or proceedings before the Board, or both.

BOOK REVIEWS

Nationalism, Communism and Canadian Labour. The C.I.O., The Communist Party and the Canadian Congress of Labour, 1935-1956. by Irving Abella, Toronto: University of Toronto Press, 265 pp., Index and Bibliographical Footnotes.

What Josephine Tey did for Richard III, Irving Abella has done for Canadian labour history—he has brought it to life.

He writes in his preface that two basic conflicts characterized the relationship of the CIO and the Canadian Congress of Labour: the struggle of affiliated unions to rid themselves of communist leadership; and the struggle of the Canadian Congress and its members to remain autonomous from the CIO. But, underlying this major theme, is the unstated thesis that the Canadian Communist Party and its members made a substantial contribution to the trade union movement of Canada, and that expulsion of communist unions was, perhaps, a mistake.

Abella suggests that, throughout this history, the leaders of the communist party could be and were often good trade unionists, and that they built strong unions. Often, as in the case of the International Woodworkers of America or the United Electrical Workers Union, the unions were supported by both communist and non-communist membership.

Although the book includes many unsupported assertions, for the most part it is carefully documented, and it is clear that original sources have been carefully and thoroughly used by the author. Further, the book is sprinkled with famous names in recent labour history—from Pat Conroy to George Burt and Charles Millard; their correspondence, their speeches, their conversation, and their comments in interviews give the book a spice and character that alone would make it compelling reading.

The theme that so much intrigues Abella, the expulsion of the communist unions and the consequent waste that may thereby have resulted—is interesting in the same way that most “what if” history is interesting—piquant and intellectually stimulating, but ultimately inconsequential because the communist unions were expelled. It may also be of little value to pursue this idea as long as the very notion of dual unionism is anathema to the unions, for what was the conflicting loyalty of union members to party and union during the late '30s and early '40s but a kind of dual unionism? And if there were communist unions in the CLC today, they would be turned out as severely as their CCL predecessors.

Much attention is given to the dramatic 1937 strike of General Motors in Oshawa, to the miners' strike at Kirkland Lake, and to the role of Mitchell Hepburn, then Premier of Ontario, in inhibiting any form of settlement as long as the CIO was involved in either case. The effect is to over-emphasize the national versus international by-play in the development of the CCL.

What Abella overlooks is that Hepburn was the personification of the common and longstanding attitude of management, capital, politicians, public servants, and even the established unions, toward mass organization of the manufacturing sector. Canadian society regarded unions with, at best, condescension until the passage of PC 1003 in 1944 (War-time Labour Relations Order), and throughout most of Canadian labour history the unions tend more to servility than militancy. This is what made American “know-how,” American financial assistance and the attraction of the magic letters CIO so necessary for the organization of unions in Canada.

Abella's book reads as quickly and easily as a detective story. In fact, at times it seems to be one. It is recommended reading for anyone interested generally in the recent history of Canada, and it is a must for students of Canadian social history. Who has the movie rights?

Fraser Isbester

(Dr. Fraser Isbester, Chairman of the Personnel and Industrial Relations Area, McMaster University, is co-author of “Man and His Work” series, a Department of Labour publication for high school students, (LG, Jan., p. 5.)

Guaranteed Annual Income: An Integrated Approach; The Canadian Council on Social Development, Ottawa; 333 pages.

In April 1972, a year before the start of the Government's examination of Canada's social security system (see p. 672), a unique seminar was held in Ste Adèle, Québec. Organized by The Canadian Council on Social Development and the British Nuffield Foundation, it brought together 30 participants from 11 countries—all experts in the field of social policy, and all concerned with some aspect of the guaranteed annual income—and ultimately, it resulted in this book: more than 300 pages of economic and political theory, social principles and practical approaches to the guaranteed income. A summary of discussions and group reports from the seminar is also included in the book, which is available in French and English. Although many differing points of view are put forth, a major consensus emerges: that there is no one, ultimate, universal solution to poverty. Hence, the guaranteed income can be regarded as only one part of a total approach that must also contain provision for social services and socio-economic policies.



Reuben Baetz, in his introduction, points out the need for policy planners to accept the integrated approach "as an attainable goal and move forward to implement it as quickly as possible . . . In my view, refusal to accept this goal is tantamount to admitting Canada's economic system cannot produce enough wealth to ensure an adequate standard of living for all, or conceding that the concept of equitable distribution of wealth has no place in our scale of values."

One authority believes that, at present, we cannot afford the political and financial cost, but within the next few years; the necessary shift in public opinion will occur; politicians will then be able to introduce necessary legislation, and the funds will be found.

And the political costs of implementing the GAI could be enormous—if the public's mood is misjudged. One thorny question facing policy planners is how widespread is the belief that a GAI will lead to a general loss of the incentive to work. One author's answer is that the GAI's effect on work incentive will be far different from what might be expected. "The one major problem now for both politician and economist alike is fear of the effect of GAI on work incentive," he concedes, but "this problem should simply disappear almost automatically, since politicians and the public at large are likely to become aware that working and being poor are synonymous. Poor people always work."

As well as identifying the major issues and questions about the GAI, the book examines the advantages of alternative methods of implementation—and the pitfalls. "Each system has its limitations; each new intervention creates new problems that need to be resolved. There are no ultimate solutions," one author cautioned.

Another author states that the approach Canada is taking promises well for the future. In his opinion, the GAI is more related to taxation than to traditional programs based on a means test. "By selecting the existing family allowances and old age security systems as the area of change, it (the Government) increases the likelihood of the guaranteed annual income leaning more toward the universal concept of taxation than that of welfare assistance." The recent changes in disabled veterans' allowances, and the proposed changes in the Canada Pension Plan and youth allowances would seem to indicate that this is the view the Government is taking.

In the concluding commentary, Gérald Fortin, the Director of the Center for Urban and Regional Research, University of Québec, points out that the GAI is more than a technique: "it is a hope for a different kind of society. In the GAI concept, the amount of money distributed is less important than the new way it offers for looking at the realities, and then acting on those realities."

If the new realities of social security in Canada are to include the thinking of the Ste Adèle group, and it would seem that this might be the case, then there is reason enough for reading the book.

J.D.A.

PRICE INDEXES

CONSUMER, JULY

The consumer price index (1961=100) rose 0.9 per cent to 151.0 in July from 149.7 in June. Most major components advanced mainly because of increases in the food element, 1.9 per cent, and in the housing element, 0.5 per cent. Between June and July, the level of prices for all-items other than food advanced 0.5 per cent. The component for recreation, reading and education rose 2.0 per cent, and for transportation, 0.4 per cent. The clothing index rose 0.1 per cent, and there was no change in the elements for tobacco and alcohol, health and personal care. Between July 1972 and July 1973, the all-items index advanced 7.7 per cent.

The food index rose 1.9 per cent to 163.5 from 160.5 as the level of prices for food eaten away from home advanced 0.5 per cent and that of food for home consumption rose 2.2 per cent. Increased prices for fresh produce, beef, pork, poultry and eggs were mainly responsible for the latest monthly index advance. Fruit and vegetable prices registered a rise of 5.9 per cent, fresh vegetables 11.8 per cent and fresh fruit 3.1 per cent. Over the past 12 months the index for fresh vegetables rose 48 per cent and that for fresh fruits 33 per cent. The meat, poultry, and fish index advanced 2.6 per cent in the latest month; retail price levels for beef rose 3.0 per cent and for pork, 2.3 per cent. Poultry prices rose 3.4 per cent over the same period. In the twelve-month period since July 1972 beef prices rose, on

average, more than 21 per cent, the retail price of pork almost 18 per cent, and poultry quotations nearly 29 per cent. Between June and July, egg prices increased 4.2 per cent to stand more than 37 per cent over their level of a year ago. The cereal and bakery products index rose, on average, by 0.1 per cent, and the index for fats and oils rose 0.2 per cent. In the 12 months since July 1972, the food index advanced 14.7 per cent with the price of food consumed at home rising 15.6 per cent and that for food away from home 10.4 per cent.

The housing index rose 0.5 per cent to 152.8 from 152.1. This increase resulted from advances in both the shelter and household operation components. Within shelter, the home-ownership element increased 0.7 per cent as a result of increases in the indexes for new houses, mortgage interest and home-owner repairs; rents advanced 0.2 per cent. Among items of household operation, electricity rates rose in some centres. Furniture prices advanced, on average, 0.4 per cent, following scattered price increases for living room and dining room furniture. Other home furnishings recording advances were linen and draperies, floor coverings and tableware. The index for household services rose 1.2 per cent following increased telephone charges in Ontario and Quebec cities and higher wages for household help in many centers across the country. Prices of household supply items advanced, on average, 0.4 per cent. The housing index was 6.6 per cent above its level of a year ago.

The clothing index increased 0.1 per cent to 138.2 from 138.1, and was 5.0 per cent higher than a year ago. Footwear prices rose, on average, 0.3 per cent. The children's wear and the piece goods components each rose 0.2 per cent, the index for women's and men's wear was unchanged.



The transportation index rose 0.4 per cent to 136.7 from 136.1 as increases were recorded in both the private and public transportation components. Within the former, an advance of 0.8 per cent in the automobile operation and maintenance index was caused chiefly by increases in gasoline prices notably in Ontario and Quebec cities. New car quotations declined slightly. The increase in the public transportation element was almost entirely due to a rise in the train fares index. The transport index was 2.3 per cent above its level of a year ago.

The health and personal care index was unchanged from the previous month's level of 156.3 and was 4.8 per cent higher than a year ago. In the latest month, higher prices were recorded for razor blades and toothpaste but other items of personal care, including toilet soap and shaving cream, recorded decreases.

The recreation, education and reading index advanced 2.0 per cent to 146.9 from 144.0, reflecting increases in the recreation and the reading components. Higher rates charged by hotels and motels were mainly responsible for the rise in the recreation index and increased newspaper subscription rates contributed to the advance in the reading component.

The tobacco and alcohol index was unchanged from its June level of 136.4 and was 2.7 per cent above its level of July 1972.

Consumer price movements, reclassified by goods and services, offer another view of the incidence of price change. Between June and July, the total goods index advanced 0.9 per cent mainly because of non-durable goods that rose 1.3 per cent because of higher food and gasoline prices. The indexes for durable and semi-durable goods were 0.1 per cent higher, the former mainly because of increased furniture and floor covering quotations and the latter

in response to higher prices for clothing, linen and draperies. The services index rose 0.7 per cent mainly in response to increased charges for shelter and domestic services. Between July 1972 and July 1973, the total goods index advanced 8.7 per cent and that for services 6.3 per cent.

WHOLESALE, JUNE

The general wholesale price index (1935-36=100) rose 1.8 per cent in June to 364.5 from the May level of 357.9, and was 19.0 per cent higher than in June 1972 when it was 306.4. Six of the eight major group indexes were higher and two declined.

The vegetable products group index rose 6.9 per cent to 326.0 from 305.0. Prices for potatoes, grains, livestock and poultry feeds and vegetable oils and products increased. Fresh and cured meat, livestock and fishery products were responsible for an increase of 1.9 per cent in the animal products group index—429.2 to 437.5.

Price increases for copper and zinc and their products helped the non-ferrous metals group index to a June level of 316.5, an increase of 2.7 per cent from 308.2 in May. The iron products group advanced 1.0 per cent to 353.0 from 349.4 on higher prices for wire, scrap iron and rolling mill products.

The textile products index advanced 0.8 per cent to 325.3 from 322.7—prices were higher for worsted and wool cloth and imported raw wool.

There was a decline of 1.5 per cent in the wood products index, as prices for fir, hemlock and cedar decreased, and a slightly lower level in the chemical products group.

DECISIONS OF THE UMPIRE

CUB 3213. This is a representative appeal and its result will apply in the case of 28 other employees of the same manufacturer.

The appellant worked as a packer at the plant for 45 years. He retired on October 29, 1971, in order to find lighter work. Benefit was established effective October 31, 1971.

At the time of separation, his employer paid him \$409 holiday pay and the insurance officer allocated that amount as follows: for the weeks commencing October 31, November 7 and November 14, 1971: \$163.60, \$163.60 and \$81.80. The appellant's weekly earnings at the time of separation were \$163.60.

The evidence is that it has been the practice of the company to declare a two-week period annually as the holiday period and in effect to shut down the plant so that most of the employees can take vacation at the same time.

The appellant was a senior employee and in 1971, because of that seniority, was entitled to and took five weeks holiday in July and August. If he had not retired,

the next holiday period designated by his employer would have been in July 1972. The appellant, through his union representative, argues that the sum of \$409 should be allocated to the holiday period in 1972.

Section 173(14) of the regulations provides:

"173.(14) Notwithstanding subsection (13), holiday pay or vacation pay, other than for a day referred to in subsection (12), (a) that is paid or payable to a claimant at the time of his layoff or separation from employment or prior thereto in contemplation of the layoff or separation, and (b) that is not allocated to any specific weeks of holidays or vacation that occurred prior to the layoff or separation, shall be allocated to such number of consecutive weeks, beginning with the first week in which the layoff or separation occurs, as will ensure that the claimant's earnings in each of those weeks, except the last, are equal to the weekly rate of his normal earnings from his employer or former employer."

The appellant's holiday pay was not allocated to any specific weeks of holidays or vacation that occurred prior to the appellant's separation.

Subsection 14 is clear and the insurance officer had no choice but to allocate the holiday pay as he did, said the Umpire. In my view, "this same point arose in CUB 3148, and the Umpire there upheld the allocation made by the insurance officer: that is, that the holiday pay should be allocated to the period immediately following the date of separation rather than to some future time which might or might not occur. A decision of one Umpire is not necessarily binding on another Umpire, but in my view, unless one is convinced the earlier decision is wrong, it should be followed in the interest of uniformity and equality of treatment of individual appellants. I am in agreement with the Umpire's decision in (that) case.

"(Counsel for the appellant) contended that the result in the case of the appellant is unfair in that the effect of the insurance officer's ruling is that the appellant is technically deemed to have had eight weeks vacation in one year. It may be that in some situations the regulation in question can be unfair. However, if the regulations are clear, as I conceive this particular regulation to be, then the unemployment insurance officers, the board of referees, and the Umpire have no alternative but to apply them."

RAILWAY ARBITRATION

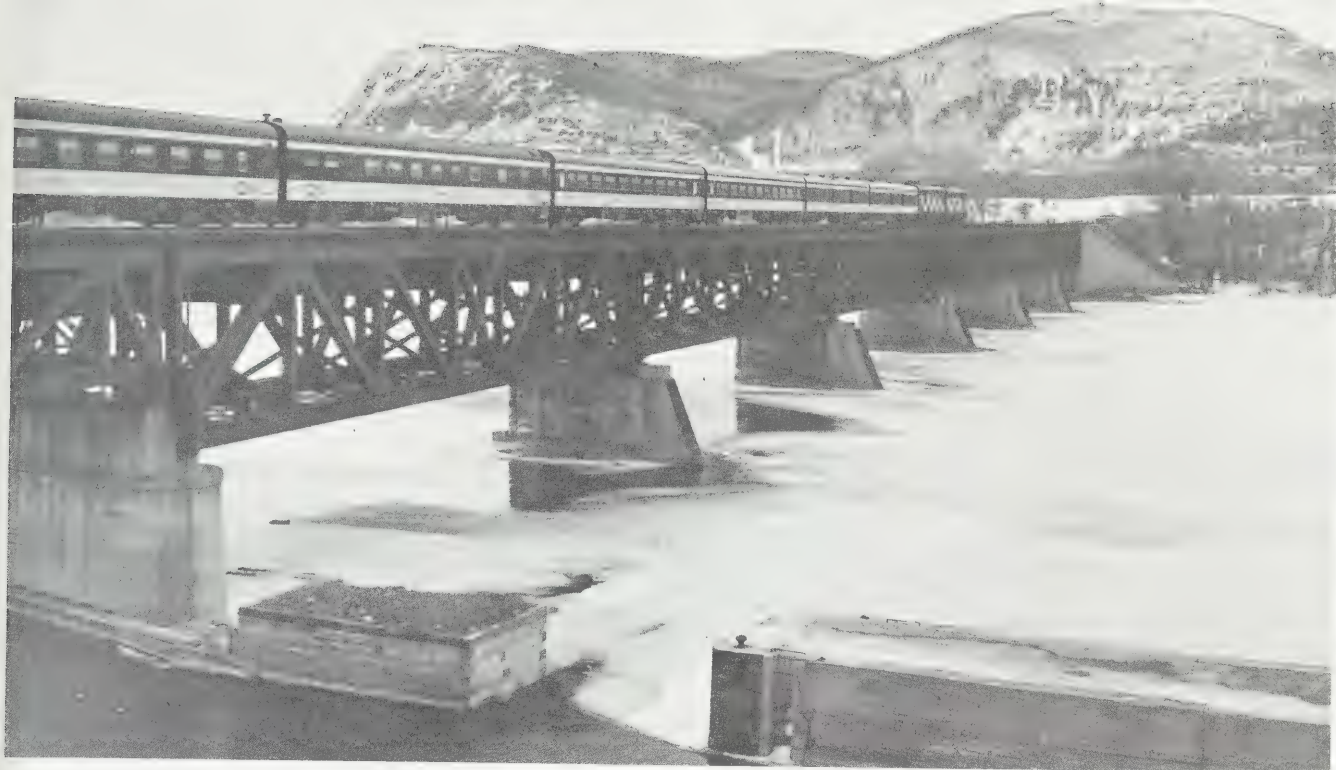
Case No. 409. Ex parte dispute between the Canadian Pacific Transport Company Limited and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over employees' claims for loss of wages because of temporary suspension of their regular positions.

The company issued notices of temporary suspensions under one article of the agreement and the brotherhood contended these notices should have been given under another that provided for twice as much notice.

During a winter holiday period the company posted notices stating that certain drivers' jobs would be temporarily suspended, and that work would be performed on an "as required" basis. All the employees except one were given 48 hours notice. The brotherhood contended, however, that the employees should have been given four working days advance notice, according to an article of the agreement starting "When regularly assigned positions are to be abolished..." Since the company did not intend to abolish the positions but only temporarily lay off the employees, the arbitrator believed that there was no violation of the agreement. The grievance was denied except in the case where one had not been given the full 48-hour notice.

Case No. 413. Dispute between the Canadian National Railway Company and the Canadian Brotherhood of Railway, Transport and General Workers over whether the ticket agent-operators come within the bargaining unit defined in a collective agreement with another union.

A position of ticket agent-operator covered by an agreement with the Brotherhood of Railway, Airline and Steamship Clerks became vacant and was advertised to the employees within that bargaining unit. The Brotherhood of Railway, Transport and General Workers contended that as they represent ticket clerks, the position should be open to employees covered by the agreement with it. The Company stated, however, that ticket agent-operators were in the classification certified by the Canada Labour Relations Board and represented by the Transportation-Communication Division of the BRAC.



The Transportation-Communication Division of the BRAC was certified as a bargaining agent in 1964 for a unit of employees that included those classified as ticket agent-operators. At the same time there was a collective agreement in effect between the railway and the CBRT covering clerical employees in general, with a number of exceptions, including persons exercising train order skills and handling telegraph message traffic. It seems that for many years it was recognized that the ticket agent-operators came within the class excluded from the collective agreement with the CBRT.

When the position became vacant and the union examined the job description, it contended that the present duties no longer placed the job among the bargaining unit exclusions of the CBRT agreement. In the arbitrator's view, what mattered was whether the ticket agent-operator was exercising train order skills and handling telegraph message traffic. Since the position no longer called for these duties, it should not have been considered an exclusion from the bargaining unit, and the job should have been posted under the provisions of the agreement with the Canadian Brotherhood of Railway, Transport and General Workers. The grievance was therefore allowed.

Case No. 414. Dispute between the Canadian National Railway Company and the Canadian Brotherhood of Railway, Transport and General Workers over the awarding of a position to a junior employee instead of the senior applicant.

The Brotherhood contended that the agreement was violated when the senior applicant was not assigned a clerk's position. The company contended that the applicant, although senior to the successful candidate, did not have the required experience for the job.

The grievor's general abilities were not in question; he was subsequently promoted to a higher position than the one he had lost, but at the time of the posting for the clerical position his experience had been in one section only and, in the opinion of the supervisors, the successful applicant at that time had more experience to do that particular job. The arbitrator agreed with the decision made by the supervisors, and the grievance was therefore dismissed.

Case No. 415. Dispute between the Canadian National Railway Company and the United Transportation Union over a conductor's claims for payment to make up the guarantee provided in the agreement.

The conductor assigned regularly to two trains was released at a different point in the terminal from his starting point, and to get from one point to the other he was provided with transportation and allowed an arbitrary payment for one hour's travel. At the time in question the grievor had submitted a claim for pay equivalent to 742 miles at through freight rate to make up the monthly guarantee provided by the agreement. The company, however, reduced payment of the claim by the equivalent of 260 miles, and when, in the following month the company made another reduction of 234 miles, the conductor submitted a grievance charging that the company had violated the agreement.

The company contended that the arbitrary payment went toward making up the monthly guarantee, but the arbitrator noted that in the past the employees did not consider these payments equivalent to miles run or for such purposes as booking rest, nor were they considered by the company as forming part of the earnings going to make up the guarantee. In his study of the agreement, the arbitrator could not find any written evidence of the parties' agreeing to making up the monthly guarantee through arbitrary payments. For this reason he believed that no deduction should have been made from the conductor's claim. The grievance was therefore allowed.

Case No. 416. Dispute between the Toronto, Hamilton & Buffalo Railway Company and the United Transportation Union over trainmen's claims for one day's payment for not having been called to work.

A self-propelled two-car passenger train with a crew consisting of a conductor, a baggageman and an engineman was derailed. Arrangements were made for the transportation of the passengers by bus while the two self-propelled units, one of which was damaged in the accident, dead-headed to a round house. The conductor and the baggageman accompanied the passengers on the bus; the engineman, joined by a trainmaster, delivered the two units to the round house.

Two trainmen who would have been called for duty in the regular crew's absence submitted a claim for payment of a day each at passenger conductor's rate because the two-car train was operated without a crew on its trip to the roundhouse.

The company contended that the agreement applied only if the cars were being used for passenger service, or if there was a need for handling switches and hand brakes. The passenger service normally provided by the train was being furnished by a bus which was manned by the train crew assigned to that particular passenger service.

The arbitrator said that two units coupled together could be considered a train but it was doubtful whether they could be considered the train that had originally left its home base. The movement should have been more properly described as that of two out-of-service self-propelled cars dead-heading to a station for repair. It was not a movement in passenger service and therefore there was no violation of the agreement. The grievance was therefore dismissed.

CONCILIATION

During July the Minister of Labour appointed conciliation officers to deal with the following disputes:

Capital Coach Lines Limited, Ottawa, Ont., and Canadian Brotherhood of Railway, Transport and General Workers (representing a unit of employees classified as drivers) (Conciliation Officer: M. K. Carson).

Midland Superior Express Limited, Calgary, Alta., and General Truck Drivers Union, Local 938 (representing a unit of employees classified as P & D owner-operator working in and out of the company's Toronto terminal) (Conciliation Officer: H. A. Fisher).

Air Canada, Montréal, Qué., and Canadian Air Line Flight Attendants Association (Conciliation Officer: R. N. Gray).

Airline Services (Canada) Limited, Air Terminal Transport Limited, Mississauga, Ont., and Canadian Brotherhood of Railway, Transport and General Workers (representing a unit of truck transport drivers, helpers, maintenance employees and skycaps) (Conciliation Officer: H. A. Fisher).

Grimshaw Trucking and Distributing Ltd., Edmonton, Alta., and General Teamsters, Local 362 (Conciliation Officer: R. F. Langford).

Gorski Bulk Transport, Windsor, Ont., and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880 (Conciliation Officer: H. A. Fisher).

Rio Algom Mines Limited (Nordic Section and Quirke Section), Elliot Lake, Ont., and International Union of Operating Engineers, Stationary Local 796 (Conciliation Officer: T. B. McRae).

Murray Hill Limousine Service Limited, Montréal, Qué., and Transport Drivers, Warehousemen and Helpers' Union, Local 106 (Conciliation Officer: J. J. de Gaspé Loranger).

Alberta Wheat Pool, Vancouver, B.C., and Grain Workers Union Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (representing a unit of office employees) (Conciliation Officer: G. W. Rogers).

Le Droit, Ottawa, Ont., and le Syndicat des Journalistes d'Ottawa (Conciliation Officer: G. R. Doucet).

Settlements by conciliation officers. Canadian National Hotels Limited (Hotel Newfoundland), St. John's, Newfoundland and Hotel and Restaurant Employees and Bartenders International Union, Local 779 (Conciliation Officer: W. J. Gillies) (LG, Sept., p. 620).

Motor Transport Industrial Relations Bureau of Ontario (Inc.) and Motor Transport Industrial Relations Bureau of Québec (Inc.) (representing certain member car hauling companies under federal jurisdiction located in Ontario and Québec) and Teamster Locals 938, 880 and 106 (Conciliation Officer: T. B. McRae) (LG, Sept., p. 620).

Kleysen's Cartage Co. Ltd., Winnipeg, Man., and Local 9-892, Oil, Chemical and Atomic Workers' International Union (representing a unit of employees at Esterhazy, Sask.) (Conciliation Officer: A. E. Koppel) (LG, Sept., p. 620).

Eastern Provincial Airways (1963) Limited, Gander, Nfld., and International Association of Machinists and Aerospace Workers, Lodge 1763 (representing a unit of engineering, maintenance and station service employees) (Conciliation Officer: W. J. Gillies) (LG, Sept., p. 620).

CHEK T.V. Limited, Victoria, B.C., and National Association of Broadcast Employees and Technicians (representing a unit of clerical, technical and production employees) (Conciliation Officer: R. F. Langford) (reassigned to D. H. Cameron) (LG, Aug., p. 559).

Canadian National Steamship Company Limited, Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (representing employees aboard the S.S. "Prince George") (Conciliation Officer: A. A. Franklin) (LG, Aug., p. 560).

Hall Distributors Limited, Kelowna, B.C., and Brewery and Soft Drink Workers Union, Local 300, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (Conciliation Officer: G. W. Rogers) (LG, July, p. 493).

Disputes in which no further conciliatory action taken under Canada Labour Code (Part V—Industrial Relations). Alcan Aluminium du Canada Ltée, Port Alfred, Qué., and le Syndicat des Employés de l'Aluminium du Canada Ltée (Division du Transport) (Conciliation Officer: S. T. Payne) (LG, Sept., p. 620).

D.C.B. Industries Limited, Montréal, Qué., and Transport Drivers, Warehousemen and Helpers' Union, Local 106 (Conciliation Officer: S. T. Payne) (LG, Aug., p. 559).

Strike terminated. Canadian National Steamship Company Ltd., Vancouver, B.C., and Canadian Merchant Service Guild, Western Branch (strike terminated July 2 with the mediation assistance of A. A. Franklin) (LG, Sept., p. 621).

Conciliation commissioner appointments. Atomic Energy of Canada Limited (Whiteshell Nuclear Research Establishment), Pinawa, Man., and United Steelworkers of America, Local 7806 (representing specified hourly rate employees) (LG, Aug., p. 560).

Pacific Western Trucking Division, Edmonton, Alta., and General Teamsters, Local 362 (LG, Aug., p. 560).

Canadian National Hotels Limited (Macdonald Hotel), Edmonton, Alta., and International Union of Operating Engineers, Local 955 (LG, July, p. 484).

Settlement at conciliation commissioner stage. Radio Trois Rivières Inc., Montréal, Qué., and National Association of Broadcast Employees and Technicians (settlement reached by parties before Conciliation Commissioner formally appointed) (LG, Feb., p. 106).

Conciliation boards established. Maritime Employers Association (acting for and on behalf of the Shipping Federation of Canada Inc.), Port of Saint John, N.B., and International Longshoremen's Association, Local 1764 (Checkers) (LG, July, p. 485).

Conciliation boards fully constituted. The Conciliation Board established to deal with a dispute between CP Air, Vancouver International Airport, B.C., and International Association of Machinists and Aerospace Workers, Lodge 764 (representing maintenance employees) (LG, Sept., p. 621) was fully constituted with the appointment of Prof. Joseph C. Smith of Vancouver as chairman. Prof. Smith was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee J. A. Bourne, and union nominee Dan Radford, both of Vancouver.

The Conciliation Board established to deal with a dispute between Alaska Trainship Corporation, New Westminster, B.C., and Canadian Merchant Service Guild (LG, Aug., p. 561) was fully constituted with the appointment of Paul D. Fraser of Vancouver as chairman. Mr. Fraser was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee J. A. Pollock, and union nominee John Michael Collins, both of Vancouver.

The Conciliation Board established to deal with a dispute between Maritime Employers Association (acting for and on behalf of the Shipping Federation of Canada Inc.), Port of Halifax, N.S., and International Longshoremen's Association, Local 269 (LG, Sept., p. 621) was fully constituted with the appointment of D. Merlin Nunn of Halifax as chairman. Mr. Nunn was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Brian Mulroney, Montréal, and union nominee E. Johnston, Moncton, N.B.

The Conciliation Board established to deal with a dispute between Maritime Employers Association (acting for and on behalf of the Shipping Federation of Canada Inc.), Port of Saint John, N.B., and International Longshoremen's Association, Local 273 (LG, Sept., p. 621) was fully constituted with

the appointment of D. Merlin Nunn of Halifax as chairman. Mr. Nunn was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Brian Mulroney, Montréal, and union nominee, E. Johnston, Moncton, N.B.

Conciliation board reports received. Aqua Transportation Limited, Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (Seaman Section), Local 400 (LG, Sept., p. 622).

Aqua Transportation Limited, Vancouver, B.C., and Canadian Merchant Service Guild (LG, Sept., p. 622).

CP Air, Vancouver International Airport, B.C., and International Association of Machinists and Aerospace Workers, Lodge 764 (representing maintenance employees) (see above).

Major railways involving Canadian National Railways and CP Limited and other short line companies and Associated Non-Operating Railway Unions (LG, Aug. p. 562).

Settlement reached by conciliation board. Radio Futura Ltée (CKVL), Verdun, Qué., and le Syndicat général de la radio (CSN) CKVL (LG, June, p. 406).

Strikes following board procedure. CP Air, Vancouver International Airport, B.C., and International Association of Machinists and Aerospace Workers, Lodge 764 (representing maintenance employees) (strike commenced July 25) (see above).

Major railways involving Canadian National Railways and CP Limited and other short line companies and Associated Non-Operating Railway Unions (selective strike action commenced July 26) (see above).

Appointment of mediators under Section 195 of the Canada Labour Code (Part V—Industrial Relations). Radio Saguenay Limited (CKRS-CKRS-TV), Jonquière, Qué., and le Syndicat des employés et techniciens en radio et T.V., Saguenay, Lac St-Jean (CSN) (Mediator: G. R. Doucet) (LG, March, p. 177).

Canadian National Railways (Prairie and Mountain Regions) and Brotherhood of Locomotive Engineers (Mediator: M. K. Carson).

Settlement by mediator under Section 195. CP Rail (System) and United Transportation Union (T) (representing dining, café and buffet car employees) (Mediator: M. K. Carson) (LG, Sept., p. 622).

PUBLICATIONS IN THE LIBRARY

LIST NO. 294

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. Please indicate the publication numeral and the month listed, when requesting loans.

CIVIL SERVICE

1. Hodgetts, John Edwin. The biography of an institution; the Civil Service Commission of Canada, 1908-1967 [by] J. E. Hodgetts [and others] Montreal, McGill-Queen's University Press, 1972. 532 p.

COLLECTIVE BARGAINING

2. Adam, Gérard. La négociation collective en France [par] Gérard Adam, Jean Daniel Reynaud [et] Jean Maurice Verdier. Paris, Les Editions Ouvrières [1972] 126 p.

3. Kaye, Seymour Phillip, ed. International manual on collective bargaining for public employees, edited by Seymour P. Kaye and Arthur Marsh. Foreword by Theodore W. Kheel. New York, Praeger [1973] 389 p.

CO-PARTNERSHIP

4. Bellas, Carl John. Industrial democracy and the worker-owned firm; a study of twenty-one plywood companies in the Pacific Northwest. New York, Praeger [1972] 117 p.

CORPORATIONS, INTERNATIONAL

5. Eells, Richard Sedric Fox. Global corporations; the emerging system of world economic power. With an introduction by George W. Ball. [New York] Interbook [1972] 242 p.

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LABOUR STATISTICS

Principal Items	Date	Amount	Percentage Change from	
			Previous Month	Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*				
Week ended July 21, 1973		9,690	+ 0.8	+ 3.4
Employed	July	9,229	+ 1.3	+ 4.6
Agriculture	"	556	+ 8.0	- 2.6
Non-agriculture	"	8,674	+ 0.9	+ 5.1
Paid workers	"	8,156	+ 1.2	+ 5.6
At work 35 hours or more	"	6,181	- 15.8	+ 5.2
At work less than 35 hours	"	1,059	- 20.8	+ 1.9
Employed but not at work	"	1,989	+ 362.6	+ 4.2
Unemployed	"	461	- 8.3	- 15.1
Atlantic	"	57	+ 1.8	0.0
Québec	"	169	- 10.6	- 14.6
Ontario	"	129	- 14.0	- 19.9
Prairie	"	49	+ 8.9	- 15.5
British Columbia	"	57	- 9.5	- 17.4
Without work and seeking work	"	441	- 9.3	- 15.5
On temporary layoff up to 30 days	"	20	+ 17.6	- 4.8
INDUSTRIAL EMPLOYMENT (1961 = 100)†				
Manufacturing employment (1961 = 100)†	April	132.1	+ 1.0	+ 3.8
	"	127.5	+ 1.0	+ 4.4
IMMIGRATION				
Destined to the labour force	Year 1972	86,787	-	- 7.7
	"	42,417	-	10.3
STRIKES AND LOCKOUTS				
Strikes and lockouts	June	138	-	+ 7.8
No. of workers involved	"	47,363	+ 16.9	- 63.9
Duration in man days	"	623,960	+ 16.6	- 48.6
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†	April	158.42	+ 0.9	+ 7.2
Average hourly earnings (mfg.)†	"	37.9	+ 0.8	+ 8.3
Average weekly hours paid†	"	39.7	- 1.2	- 1.5
Consumer price index (1961 = 100)	"	147.3	+ 1.1	+ 6.6
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	"	136.1	- 1.1	- 0.7
Total labour income (Millions of dollars)†	June	5,441.1	+ 2.7	+ 12.0
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	June	214.6	- 1.1	+ 9.8
Manufacturing	"	210.6	- 1.1	+ 8.9
Durables	"	243.6	+ 0.9	+ 10.0
Non-durables	"	184.6	+ 1.0	+ 7.7
NEW RESIDENTIAL CONSTRUCTION**				
Starts	June	20,946	-	- 4.2
Completions	"	15,746	-	- 6.7
Under construction	"	165,342	-	- 8.1

*Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.

†Advance data.

‡Preliminary.

**Centres of 10,000 population or more.

STRIKES AND LOCKOUTS

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to 10 or more man-days. The number of workers involved includes all workers reported on strike or lockout, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

STRIKES AND LOCKOUTS, 1968-1973

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1968.....	559	582	223,562	5,082,732	0.32
1969.....	566	595	306,799	7,751,880	0.46
1970.....	503	542	261,706	6,539,560	0.39
1971.....	547	569	239,631	2,866,590	0.16
†1972.....	556	598	706,474	7,753,530	0.42
†1972-June.....	67	128	131,294	1,213,400	0.75
July.....	47	110	95,628	1,119,630	0.72
August.....	40	88	36,839	619,840	0.37
September.....	46	93	33,015	456,950	0.32
October.....	44	85	29,393	389,870	0.26
November.....	51	101	33,612	308,240	0.20
December.....	27	78	11,017	131,180	0.10
*1973-January.....	38	87	12,427	164,600	0.11
February.....	39	87	16,011	154,930	0.11
March.....	46	98	19,444	223,290	0.14
*April.....	46	107	23,185	243,680	0.16
*May.....	68	138	40,500	535,020	0.32
*June.....	52	138	47,363	623,960	0.38

* Preliminary. † Revised.

STRIKES AND LOCKOUTS, JUNE, 1973, BY INDUSTRY (PRELIMINARY)

Industry	Number Beginning During Month	In Effect During Month		
		Strikes and Lock-outs	Workers Involved	Man-Days
Forestry.....	—	—	—	—
Mines.....	2	5	1,436	19,900
Manufacturing.....	25	80	29,023	440,400
Construction.....	11	17	8,335	88,230
Transportation and utilities..	7	12	5,545	37,500
Trade.....	3	10	696	12,990
Finance.....	—	—	—	—
Service.....	2	11	2,022	22,850
Public administration.....	2	3	306	2,090
ALL INDUSTRIES.....	52	138	47,363	623,960

STRIKES AND LOCKOUTS, JUNE, 1973, BY JURISDICTION (PRELIMINARY)

Jurisdiction	Number Beginning During Month	In Effect During Month		
		Strikes and Lock-outs	Workers Involved	Man-Days
Newfoundland.....	3	5	1,046	18,840
Prince Edward Island.....	—	—	—	—
Nova Scotia.....	3	6	2,857	39,710
New Brunswick.....	1	3	453	5,080
Quebec.....	4	39	14,472	223,430
Ontario.....	22	42	18,107	217,280
Manitoba.....	1	7	1,348	27,200
Saskatchewan.....	1	3	77	1,360
Alberta.....	4	6	1,252	15,960
British Columbia.....	9	19	2,383	33,020
Federal.....	4	8	5,368	42,080
ALL JURISDICTIONS.....	52	138	47,363	623,960

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JUNE 1973 (PRELIMINARY)

Industry			Duration in Man-Days		Starting Date	Major Issues Result
Employer	Union	Workers Involved	June	Accu- mulated	Termination Date	
Location						
Mines						
METAL						
American Smelting & Refining Co., Buchans, Nfld.	Steelworkers Loc. 5457 & I.B.E.W. Loc. 674 (AFL-CIO/CLC)	570	11,970	42,750	Mar. 15 —	Wages—
Noranda Mines Limited, Geco Division, Manitouwadge, Ont.	Canadian Union of Base Metal Workers (CNTU)	412	2,470	16,470	Apr. 12 June 11	Wages, fringe benefits, holi- days—\$1.11 per hr. increase over 3 yrs; cash settlement of \$200, 6¢ per hr. cost-of-living bonus after 12 months, one floating holiday per year.
Bradina Mines, Houston, B.C.	Steelworkers Loc. 271 (AFL-CIO/CLC)	125	1,250	1,250	June 18 —	Not reported—
Similkameen Mining, Co. Ltd., Princeton, B.C.	Steelworkers Loc. 654 (AFL-CIO/CLC)	150	450	450	June 26 June 29	Alleged unsafe working condi- tions—Return of workers further investigation.
NON-METAL						
Domtar Chemical Ltd. Sifto Salt Division, Goderich, Ont.	Chemical Workers Loc. 682 (AFL-CIO/CLC)	179	3,760	4,480	May 28 —	Wages, hours, fringe benefits—
Manufacturing						
FOOD AND BEVERAGES						
Dare Food (Biscuit Division) Ltd., Kitchener, Ont.	Brewery Workers Loc. 173 (AFL-CIO/CLC)	380	7,980	103,890	May 26/72 —	Wages, hours—
B.C. Distillery Co. Ltd., Thomas Adams Distillers, New Westminster and Vancouver, B.C.	Distillery Workers Loc. 69 (AFL-CIO/CLC)	190	3,990	16,050	Mar. 1 —	Wages, pension plan, vacation—
Fry-Cadbury Ltd., Montreal, Que.	Commerce Employees (CNTU)	700	14,700	33,600	Apr. 24 —	Wages—
Old Dutch Foods Ltd., Winnipeg, Man.	Food Workers Loc. 520 (AFL-CIO/CLC)	115	2,420	2,420	May 15 —	Wages, hours, working condi- tions—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JUNE 1973 (PRELIMINARY) (CONT.)

Industry			Duration in Man-Days		Starting Date	
Employer						Major Issues
Location	Union	Workers Involved	June	Accu- mulated	Termination Date	Result
Boulangerie Diana Inc., Quebec, Que.	Commerce Employees (CNTU)	120	480	1,680	May 17 June 7	Wages, hours, overtime, other matters—Wage increase varying of 20¢ to 30¢ an hr. over a 3-yr. contract; 5-day, 40-hr. work week, other improvements.
J.J. Joubert, Montreal, Que.	Steelworkers Loc. 14850 (AFL-CIO/CLC)	225	4,730	6,530	May 17 —	Not reported—
Pêcheurs Unis du Québec, Rivière au Renard, Cté Gaspé-Sud, Que.	Commerce Employees (CNTU)	289	1,450	4,050	May 21 June 8	Not reported—Not reported.
Pêcheurs Unis du Québec, Newport, Cté Gaspé-Sud, Que.	Commerce Employees (CNTU)	249	5,230	7,470	May 21 —	Not reported—
Slack's Brothers Ltd., Waterloo, Que.	Commerce Employees (CNTU)	270	5,670	6,480	May 28 —	Wages, working conditions—
Omstead Foods Ltd., Wheatley, Ont.	Teamsters Loc. 880 (Ind.)	420	5,040	5,040	June 13 —	Wages, working conditions, health and welfare plan—
Intercontinental Packers Ltd., Vancouver, B.C.	Food & Allied Workers Loc. 180 (AFL-CIO/CLC)	250	250	250	June 14 June 15	Not reported—Not reported.
Canada Packers Limited, Walkerton, Ont.	Food Workers Loc. P1105 (AFL-CIO/CLC)	276	1,380	1,380	June 25 —	Wages, hours, other benefits—
RUBBER						
Firestone Tire & Rubber, Joliette, Que.	Rubber Workers Loc. 790 (AFL-CIO/CLC)	300	6,300	21,000	Mar. 22 —	Delayed negotiations in a new contract—
Uniroyal Ltd., Kitchener, Ont.	Rubber Workers Loc. 67 (AFL-CIO/CLC)	600	7,800	7,800	June 13 —	Wages—
TEXTILES						
Consolidated Textiles Limited, St. Hyacinthe and Joliette, Que.	Syndicat du Textile de Soie Inc., (CSD)	230	4,830	14,030	Apr. 4 —	Wages, 5-day work week—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JUNE 1973 (PRELIMINARY) (CONT.)

Industry	Employer	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues
				June	Accu- mulated	Termination Date	
Location							
WOOD							
	MacMillan Bloedel Ltd., Red Band, B.C.	Woodworkers Loc. 1-217 (AFL-CIO/CLC)	190	3,990	49,490	June 19/72 —	Not reported—
	Canadian Forest Products, Hunting-Merritt, B.C.	Woodworkers Loc. 1-427 (AFL-CIO/CLC)	200	4,200	40,200	Sept. 13/72 —	Protest against the suspension of fellow workers for alleged slowdown—
FURNITURE AND FIXTURES							
	Hespeler Furniture Co. Ltd., Hespeler-Cambridge Ont.	Woodworkers Loc. 2-345 (AFL-CIO/CLC)	123	430	430	June 26 —	Wages, fringe benefits—
PAPER							
	Somerville Industries, Scarborough, Ont.	Auto Workers Loc. 303 (CLC)	100	900	1,900	May 17 June 14	Not reported—Not reported.
	Associated Paper Mills, St-Laurent, Que.	Pulp and Paper Workers' Federa- tion (CNTU)	115	2,420	880	May 28 —	Not reported—
PRINTING AND PUBLISHING							
	Windsor Star, Windsor, Ont.	Various unions	150	150	1,950	May 15 June 1	Dispute over the introduction of new technology—Return of workers when agreement reached
PRIMARY METALS							
	Ontario Malleable Iron Co. Ltd., Oshawa, Ont.	Steelworkers Loc. 1500 (AFL-CIO/CLC)	300	3,900	23,400	Feb. 28 June 20	Wages, shorter work week, protective contract language—Retrospective to Nov. 24/72 wages increased to \$3.90 per hr. from \$3.60, 19¢ eff. Nov. 25/73, 20¢ Nov. 1974; 3 weeks vacation after 10 years, other improved benefits.
	Western Canada Steel Ltd., Vancouver, B.C.	Steelworkers Loc. 3302 (AFL-CIO/CLC)	300	6,300	22,500	Mar. 15 —	Wages, hours—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JUNE 1973 (PRELIMINARY) (CONT.)

Industry	Employer	Location	Union	Workers Involved	Duration in Man-Days June	Accu- mulated	Starting Date Termination Date	Major Issues Result
	Sidbec Dosco, Montreal, La Salle, and Contrecoeur, Que.		Steelworkers Various locals (AFL-CIO/CLC)	250	1,250	29,450	Apr. 21 June 8	Wages, fringe benefits—45¢ an hr. increase first year, 20¢ second year, 15¢ the third year; 2 weeks vacation after 1 year, 3 weeks after 5 years, 4 weeks after 18 years, 5 weeks after 25 years, other improved benefits.
	Maritime Steel & Foundries Ltd., New Glasgow, N.S.		Steelworkers Loc. 3172 (AFL-CIO/CLC)	125	2,630	4,260	May 14 —	Renewal of overall working agreement—
METAL FABRICATING								
	Locweld & Forge Products Ltd., Montreal, Que.		Steelworkers Loc. 2366 (AFL-CIO/CLC)	160	3,360	45,440	July 25 —	Not reported—
	Canron Ltd., Eastern Structural Div., Rexdale, Ont.		Structural Iron Workers Loc. 743 (AFL-CIO/CLC)	260	4,160	15,600	Mar. 29 June 25	Not reported—Not reported.
	Canadian Bronze Co. Ltd., Winnipeg, Man.		Molders Loc. 174 (AFL-CIO/CLC)	130	2,410	2,410	June 5 —	Wages, hours—
	Lennox Industries (Canada) Ltd., Etobicoke, Ont.		Steelworkers Loc. 7235 (AFL-CIO/CLC)	142	1,700	1,700	June 14 —	Wages, contract language—
	Rockwell International Canada Ltd., Gananoque, Ont.		Steelworkers Loc. 3209 (AFL-CIO/CLC)	238	240	240	June 18 June 19	Alleged dispute over several grievances—Return of workers, settlement not reported.
MACHINERY								
	Borg Warner (Canada) Ltd., Byron, Jackson Division, Scarborough, Ont.		Machinists Loc. 235 (AFL-CIO/CLC)	110	660	6,930	Mar. 12 June 11	Wages, pension plan, fringe benefits—Not reported.
TRANSPORTATION EQUIPMENT								
	Davie Shipbuilding Ltd., Lauzon, Que.		Metallurgists, Miners and Chemical Workers Federation (CNTU)	2,431	41,330	89,950	May 3 June 26	Alleged slowness in contract negotiations—45¢ an hr. increase retroactive to Jan. 1973, 35¢ Jan. 1, 1974, 35¢ Jan. 1, 1975.

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JUNE 1973 (PRELIMINARY) (CONT.)

Industry	Employer	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues
				June	Accumulated	Termination Date	
Location							Result
Marine Industrie Limitée, Tracy, Que.	Metallurgists' Miners and Chemical Workers Federation (CNTU)		2,642	55,480	80,580	May 17 —	Wages, hours, fringe benefits—
Gulf & Western (Canada) Ltd., Windsor, Ont.	Auto Workers Loc. 195 (CLC)		250	250	250	June 6 June 7	Refusal to allow an employee to work afternoons for a week in place of his normal day shift— Not reported.
Ferguson Industries Limited, Pictou, N.S.	Steelworkers Loc. 4702 (AFL-CIO/CLC)		440	1,320	1,320	June 6 June 11	Refusal acceptance of some terms of new agreement—Return of workers when terms reached.
National Steel Car Corporation Ltd., Hamilton, Ont.	Steelworkers Loc. 7135 (AFL-CIO/CLC)		900	13,500	13,500	June 11 —	Disagreement over incentive clause in contract—
Canadian Trailmobile, Cainsville, Ont.	Auto Workers Loc. 397 (CLC)		625	6,880	6,880	June 15 —	Delayed negotiations in a new contract—
ELECTRICAL PRODUCTS							
Enterprise Foundry Ltd., Sackville, N.B.	Molders Loc. 140 (AFL-CIO/CLC)		240	3,840	10,080	Apr. 25 June 25	Wages—50¢ an hr. wage increased in 1973, 40¢ in 1974; piece workers 10% wage increase in 1973, 9% in 1974; other improved benefits.
Ferranti-Packard Ltd., Weston, Ont.	U.E. Loc. 525 (CLC)		168	3,530	7,900	Apr. 25 —	Wages, hours, job security, other matters—
Northern Electric Co. Ltd., Various locations, Ont.	Various unions		5,428	113,990	200,170	May 7 —	Wages, cost-of-living allowances, pensions, vacations—
Northern Electric Co. Ltd., Montreal area, Que.	Various unions		4,223	46,450	121,050	May 8 June 18	Wages, cost-of-living allowances, pensions, vacations— Not reported.
*Northern Electric Co. Ltd., Western Region, Canada.	Canadian Union of Communications Workers (Ind.)		650	13,650	19,500	May 18 —	Wages, hours, other benefits—
Northern Electric Co. Ltd., Eastern Region, Canada.	Canadian Union of Communications Workers (Ind.)		480	4,800	4,800	June 16 —	Wages, hours, other benefits—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JUNE 1973 (PRELIMINARY) (CONT.)

Industry	Employer	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues
	Location			June	Accu- mulated	Termination Date	Result
NON-METALLIC MINERAL PRODUCTS							
	Asbestonos Corp., St. Lambert, Que.	Auto Workers Loc. 1469 (CLC)	176	3,700	10,030	Apr. 10 —	Not reported—
	Vibrapipe Concrete Products Ltd., Blainville, Que.	Steelworkers Loc. 50 (AFL-CIO/CLC)	150	1,500	1,500	June 17	Wages, job classification—
	Consumers Glass Co. Ltd., Etobicoke, Ont.	Glass and Ceramic Workers Loc. 200 (AFL-CIO/CLC)	450	450	450	June 21 June 22	Delayed negotiations in a new contract—Return of workers.
	Consumers Glass Co. Ltd., Etobicoke, Ont.	Glass and Ceramic Workers Loc. 200 (AFL-CIO/CLC)	862	860	860	June 30 —	Wages, cost-of-living bonus, classifications, pensions, work- ing conditions—
CHEMICAL PRODUCTS							
	B. F. Goodrich, Shawinigan, Que.	Metallurgists' Miners and Chemical Workers Federation (CNTU)	202	400	400	June 4 June 6	Wages—23% wage increase.
	Canadian General Electric Co., Point Tupper, N.S.	Oil Workers Loc. 9-832 (AFL-CIO/CLC)	123	800	800	June 21 —	Wages—
Construction							
	Construction Assoc. Management Labor Bureau, (representing 53 contractors), Mainland, N.S.	Carpenters Various locals (AFL-CIO/CLC)	1,600	32,000	60,800	May 7 June 29	Wages—Not reported.
	Winnipeg Builders Exchange (Mechani- cal Contractors Association), Winnipeg area, Man.	Plumbers Loc. 254 (AFL-CIO/CLC)	830	17,430	25,670	May 14 —	Wages, working conditions—
	Canatom Man-Max Ltd., Donkin-Glace Bay Highway, N.S.	Various unions	562	2,810	2,810	June 6 June 14	Union objections to lay-offs of pipefitters and welders—Return of workers following agreement reached whereby dismissed workers would be rehired at discretion of management.

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JUNE 1973 (PRELIMINARY) (CONT.)

Industry			Duration in Man-Days		Starting Date	Major Issues
Employer		Workers Involved	June	Accu- mulated	Termination Date	
Location	Union					Result
Electrical Construc- tion Assn. of Hamilton, Hamilton, Ont.	I.B.E.W. Loc. 105 (AFL-CIO/CLC)	1,000	15,000	15,000	June 8 June 29	Not reported—Not reported.
Four Construction Associations (representing approx. 60 firms), Toronto, Ont.	Laborers Loc. 183 (AFL-CIO/CLC) Teamsters Loc. 230 (Ind.)	2,500	10,000	10,000	June 20 June 26	Wages, hours, other benefits— Wage increases, other impro- vements.
G. M. Gest Ltd., Weston, Ont.	Laborers Loc. 183 (AFL-CIO/CLC)	390	390	390	June 29 —	Wages, hours, working condi- tions—
Hamilton Association Builders Exchange, Hamilton, Ont.	Carpenters Loc. 18 (AFL-CIO/CLC)	1,000	4,000	10,000	June 22 —	Not reported—
Saint John Construc- tion Association, Saint John, N.S.	Bricklayers Loc. 1 (AFL-CIO/CLC)	200	1,100	1,100	June 22 —	Wages—

Transportation and Utilities

TRANSPORTATION

*Air Canada (repre- senting employees of the company), Finance Branch, Winnipeg, Man.	Canadian Air Line Employees Association (CLC)	400	8,400	10,800	May 23 —	Breakdown in negotiations for a new contract—
*CNR, Toronto and Ottawa, Ont.	Various unions	182	180	180	June 1 June 2	Not reported—Not reported.
*Air Canada (Rotating), Canada-wide.	Machinists (AFL-CIO/CLC)	3,582	16,200	16,200	June 2 June 19	Wages, hours, other benefits— 8% wage increase retroactive to Mar. 25/73, a further 8% Mar. 25/74; 5 weeks vacation after 20 yrs. and other improved benefits.

COMMUNICATION

*Post Office Dept., Vancouver, B.C.	Canadian Union of Postal Workers (CLC)	210	210	210	June 25 June 26	Not reported—Not reported.
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STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JUNE 1973 (PRELIMINARY) (CONT.)

Industry	Employer	Location	Union	Workers Involved	Duration in Man-Days June	Accu- mulated	Starting Date Termination Date	Major Issues Result
POWER, GAS AND WATER								
	Nfld. Light and Power Co. Ltd., Various locations, Newfoundland.		I.B.E.W. Loc. 1620 (AFL-CIO/CLC)	385	6,160	10,780	May 15 June 25	Wages, hours—6% wage increase eff. Feb. 1/73, 6% June 1/73, 7% Nov. 1/73, 8% June 1/74, reduction in hours from 42 to 40 for shift operators.
	Greater Vancouver Regional District, Vancouver, B.C.		Greater Vancouver Regional District Employees (Ind.)	250	3,250	3,250	June 1 June 20	Wages—Not reported.
	Ontario Hydro-Bruce Nuclear Station, Douglas Point, Ont.		Plumbers Loc. 527 (AFL-CIO/CLC)	350	700	700	June 19 June 21	Not reported—Not reported.
Trade								
	Nine independent drug stores, Vancouver, Coquitlam and New Westminster, B.C.		Retail Clerks Loc. 1518 (AFL-CIO/CLC)	110	2,310	9,900	Feb. 23 —	Negotiating the first contract—
	Dominion Stores Ltd., Winnipeg, Man.		Retail Clerks Loc. 832 (AFL-CIO/CLC)	184	3,070	5,680	May 11 June 25	Demand for a jointly administered trustee pension fund—67¢-78¢ an hr. increase over 2 years, other improvements.
	Provigo Inc., Sept-Iles, Que.		Commerce Employees (CNTU)	220	4,620	4,780	May 22 —	Not reported—
Service								
HEALTH AND WELFARE								
	Royal Alexandra Hospital, Edmonton, Alta.		Public Employees Loc. 41 (CLC)	1,030	14,710	14,710	June 11 —	Wages, hours—
SERVICES TO BUSINESS								
	Canadian Hoosies Engineering Co. (Checo), Comté Charlevoix, Que.		I.B.E.W. Loc. 2091 (AFL-CIO/CLC)	293	290	290	June 8 June 11	Room and board, bad weather and vacations clauses not to clearly defined—Return of workers when issues resolved.

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JUNE 1973 (PRELIMINARY) (CONCL'D.)

Industry			Duration in Man-Days		Starting Date	
Employer		Workers Involved	June	Accu- mulated	Termination Date	Major Issues
Location	Union					Result
ACCOMMODATION AND FOOD SERVICES						
*Hotel Nova Scotian (CNR), Halifax, N.S.	Hotel Employees Loc. 662 (AFL-CIO/CLC)	245	2,450	7,260	May 4 June 14	Wages, hours—15% wage in- creased for subsidized employ- ees, 17% for non-subsidized em- ployees over two years; im- proved vacations and holidays.
MISCELLANEOUS SERVICES						
Vancouver Equipment & Other Rentals, Vancouver, B.C.	International Operating Engineers Loc. 115 (AFL-CIO/CLC)	200	1,200	4,800	May 7 June 10	Not reported—Not reported.
Public Administration						
LOCAL ADMINISTRATION						
Corp. of the City of Sault Ste. Marie, Sault Ste. Marie, Ont.	Public Employees Loc. 67 (CLC)	130	460	2,990	May 2 June 25	Wages, cost-of-living allow- ances—Wage increases, other improvements.
Corporation of the Municipality of Maple Ridge, B.C., Maple Ridge, B.C.	Public Employees Loc. 622 (CLC)	136	1,430	1,430	June 15 —	Wages, hours—

*Federal Jurisdiction

CANADA DEPARTMENT OF LABOUR PUBLICATIONS

Industrial Relations Research in Canada (annual). An inventory of industrial relations research undertaken by the Department, other government departments, academic institutions and private individuals. Free. Cat. No. L2-29/1972.

ECONOMICS AND RESEARCH BRANCH

Labour Organizations in Canada (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications and the geographic distribution of their local branches in Canada (Bilingual). Price \$1.50. Cat. No. L2-2/1972

Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts show strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 75 cents. Cat. No. L2-1/1972.

Wage Rates, Salaries and Hours of Labour, 1971. An annual report published in loose-leaf form and followed later by a paperback volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in major communities and most industries. First-year service, including attractive binder with index tabs and paperback volume, \$10.00; service without indexed binder, \$7.50; individual tables, free from Surveys Division. Paperback volume, \$3.00 (Bilingual). Cat. No. L2-554.

Working Conditions in Canadian Industry, 1972. (Bilingual). Price \$2.00. Cat. No. L2-15/1972.

Determination of the Appropriate Bargaining Unit by Labour Relations Boards in Canada, by Edward E. Herman, 1966. Occasional Paper No. 5. Price \$3.50. Cat. No. L2-26/5.

Wages in Canada and the United States: an Analytical Comparison, by Allan A. Porter and others. Occasional Paper No. 6. Price \$1.75. Cat. No. L2-26/6.

Productivity, Costs and Prices. An examination of trends in selected manufacturing industries, by Allan A. Porter. 1973. Occasional Paper No. 7. Price \$3.75. Cat. No. L41-1173.

The Institutions of Industrial Relations in Continental Europe. by Paul Malles, Economic Council of Canada. \$3.00. Cat. No. L41-1273.

WOMEN'S BUREAU

Women's Bureau '69; Women's Bureau '70 and '71. Three publications each presenting three papers. The papers deal with the status of women in the labour force and in society, and with various problems encountered by working women. (Bilingual). Free

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International Instruments and Canadian Federal and Provincial Legislation Relating to the Status of Women in Employment. (Bilingual). Free.

LEGISLATIVE RESEARCH BRANCH

Labour Relations Legislation in Canada. A comparative study of the federal and provincial Labour Relations Acts in Canada as they existed at the end of 1968. (A separate reprint, published yearly, updating material in this publication, is available free on request). Price \$3.50. Cat. No. L34-2069.

Labour Standards in Canada. Sets out standards in effect under federal and provincial labour laws regarding child labour, minimum wages, equal pay for equal work, hours of work, weekly rest day, annual vacations with pay, public holidays, fair employment practices, notice of termination of employment, maternity protection (new section) and workmen's compensation. (English or French). Price \$1.00. Cat. No. L2-7/1971.

Workmen's Compensation in Canada. Deals with compensation for employment injury, the basic principles underlying the system, and coverage of the provincial Acts as of December 31, 1967. (Information on changes in workmen's compensation laws is published yearly and is available free on request). 1969. (English or French). Price \$1.00. Cat. No. L34-1969.

ACCIDENT PREVENTION AND COMPENSATION BRANCH

Safety Perspective Sécurité. Periodical designed to assist employers and employees in upgrading accident prevention programs. (Bilingual). Free. Cat. No. L36-2072.

Canada Occupational Safety Manual. Intended as a guide to persons charged with developing and maintaining an accident prevention program. 1. Planning for Safety. 2. Employment Safety Audit Guide. 3. Accident Investigating and Reporting. (English or French). 50 cents each.

Bibliography, Occupational Safety and Health. Lists some 500 selected holdings of Technical Library. Accident Prevention Division, 1971. Free.

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THE LABOUR GAZETTE

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Stan Little, one of Canada's most outspoken labour leaders, is head of CUPE, one of the fastest growing unions in Canada—averaging about 1,000 new members a month—largely recruited from the difficult-to-organize categories of white-collar workers and women. See: Shifting Jurisdictions, Phantom Bargaining, and Essential Services.

THE LABOUR GAZETTE

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Canada Department of Labour

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Labour
Canada

Travail
Canada

NEWS BRIEFS



■ After four weeks of strikes against their 11 employer railways, the 56,000-member Associated Non-operating Unions reluctantly ended their fight in the face of federal legislation. Titled **The Maintenance of Railway Operations Act 1973**, it became effective at one minute past midnight on September 2. The legislation also prevented the operating and shopcraft unions from taking strike action.

The strike began August 23 when the companies refused to agree to

a new two-year contract that would have given the non-ops a wage increase of 13.8 per cent for each year of the contract. Although the original demand was later reduced to a 10.8 per cent hourly increase—bringing the total to 21.6 per cent over the two years—the rail companies refused to agree to more than a 7 per cent increase the first year and 6.5 per cent the second year for a total of 13.5 per cent. Sympathetic action by other rail workers brought the total of strikers to 91,000, crippling

rail movements from coast to coast. Close to 2,000 slogan-shouting demonstrators picketed Parliament Hill and before the demonstration ended, about 200 breakaway strikers forced their way into the House of Commons by smashing glass door panels. They overran security guards and occupied the Hall of Honour in the Centre Block, before being overcome by a reinforcement of RCMP constables.

At the time of the strike, the non-op workers were earning an average of \$3.54 an hour, which gave them \$141.60 for a 40-hour week. The new legislation calls for provisional increases of 34 cents an hour effective January 1, 1973, 6½ per cent January 1, 1974 and 1½ per cent on July 1, 1974, bringing the straight time average hourly wage to \$4.19 by July 1, 1974.

Shopcraft employees who now receive a straight time average hourly rate of \$4.06 an hour, will receive \$4.75 by July 1, 1974. Both shopcraft and railway operating employees will receive increases of 8¼ per cent on January 1, 1973, 6½ per cent on January 1, 1974 and



1½ per cent on July 1, 1974. Dr. John J. Deutsch, principal of Queen's University, has been appointed by the Government as a one-man Industrial Inquiry Commission to investigate the cost of improving the rail companies' pension plan.

Although the majority of the non-ops grudgingly accepted the legislation and returned to work, **about 1,000 workers in Vancouver defied the back-to-work order for nine days.** The Government started laying charges on September 8 under the Criminal Code, but later dropped them when the militant Vancouver rail workers agreed to return to work.

A retired judge of the Supreme Court, Mr. Justice Emmett Matthew Hall, long known for his fair and humane decisions, has been appointed as arbitrator. Mr. Justice Hall will not only investigate the wage issues involved, he will study job security demands and analyse the actual wage gains in the light of cost of living rises.

Rail workers have gone on strike only twice in the last 23 years. Strikes in 1950 and 1966 were both ended by government emergency legislation.



Emmett Hall



■ **Public servants' pensions are to be increased**, in some cases by as much as 11.4 per cent. About 100,000 retired RCMP, armed forces personnel, MPs and other public servants will be receiving the raises, **based on the cost of living index** as computed by Statistics Canada. Previously, the increases in pensions for retired public servants have been limited to 2 per cent a year. The boosts, along with increases already approved in old-age pensions, will soften the impact of soaring prices on persons living on fixed or small incomes.

The Government's bill calling for the increases was given a swift second reading and sent to a committee for detailed study; then the Commons turned its attention to the second reading debate on another government bill to raise family and youth allowances to \$12 a month.

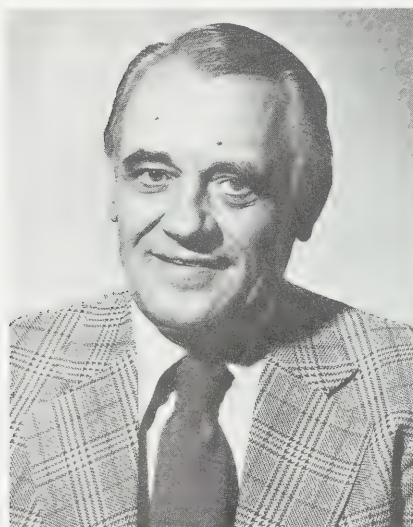
■ **The Ontario Workmen's Compensation Board is now undergoing major changes** as a result of the report of a three-man task force appointed by the Ontario Government to investigate complaints about the Board.

One of the major changes is that **the position of chairman has passed from Bruce Legge to one of the task force members, Michael Starr**, former federal Minister of Labour. Legge, a Brigadier General in the Canadian Militia, resigned from the Board on September 4, and the Ontario Cabinet appointed Starr as acting Chairman.

Some 114 submissions were sent to the task force. Criticism levelled at the Board cited the impersonal and sometimes "insensitive" approach to human problems. Suggested changes would pare down the Board's top management from 12 to 8 persons, **change the name of the Board to Ontario Compensation Commission** and increase its size from three to five members.



Bruce J. Legge



Michael Starr

It was recommended that special counsellors be appointed to assist claimants and others who need assistance with rehabilitation and compensation. The task force urged that more women be appointed to managerial and supervisory positions. It urged also that information and claims centres throughout the province be open at convenient hours with multi-lingual staff where necessary.

At the moment, the Board handles about 400,000 claims a year, paying them with the help of 140,000 employers who contribute \$170-million a year. If the task force has its way, minimum individual assessments to employers will increase from \$10 to \$25, the Review Committee and Appeal Tribunal would disappear, and Board members and hearing officers would work full time on appeals.

Strongly recommended, too, was the abolishing of the Safety Department. In its place there would be a Council of Safety Associations, chaired by a senior Board manager and made up of representatives from each association, as well as senior officials of the Ministry of Labour.

A steering committee has been appointed to ensure that action will be taken on the needed reforms.

■ **A modified, "Do it Yourself" Local Initiatives Program**, with funding of \$83 million, for the winter of 1973-74 was announced in September by Minister of Manpower and Immigration Robert Andras.

Andras emphasized that this year's LIP, although based on the success of previous years, has been substantially altered to involve **more local people in the selection of local projects.**

"The creativity and imagination of many Canadians will be a major factor in solving unemployment this winter. I was particularly impressed by the response of businessmen to my appeal last winter

in an experimental element of LIP in which businesses sponsored non-profit LIP projects and contributed close to 50 per cent of total costs. The private sector will again be welcome to participate in LIP on this basis and I hope this infusion of community spirit will continue."

In addition to \$83 million for LIP, \$17 million will be allocated to the **Federal Labour Intensive Program, for a total federal investment of \$100 million directed to winter job creation.** FLIP is a federal government program designed to speed up the start of departmental projects in regions where unemployment is most severe. The \$100 million is over and above the ongoing commitment for 1973-74 of \$195 million in loans to municipalities under the Winter Capital Projects Fund.

Primary objective of the job creation programs, Andras said, is the reduction of high seasonal and high regional unemployment.

■ **The Chicago-based Air Line Employees Association, announced its affiliation** with the Canadian Air Line Dispatchers' Association, Toronto, on August 21. The U.S. union represents professional clerical, office, and passenger service personnel on nine carriers; the Dispatchers hold contracts with Canada's leading trunk line, Air Canada, plus three regional companies: Pacific Western, Transair, and Nordair.

Victor J. Herbert, President of ALEA, and S. Ray Chapman, President of CALDA, agreed that the partnership would benefit both organizations in a wide range of labour activity including negotiations, grievances, and other matters.

"Even more important," Herbert said, "is the fact that **our memberships are restricted to professional air line employees.** We have common interests. By working together we strengthen and improve the position not only of our own members, but of all air line employees on both sides of the border."

Serving as a liaison between the two groups will be ALEA's regional director for Canada, John Hayes of Toronto.

■ **Two Canadian educators, specialists in the labour-management relations and labour studies fields have been appointed** to the newly established Academic Standards and Degree Programs Committee of the University Labour Education Association.

Appointed to the Committee are John R. W. Whitehouse, Dean, Institute of Labour and Labour-Management Studies, School of Community Education, Niagara College, and Frances Bairstow, Director, Industrial Relations Centre, McGill University.

The Committee, established in response to a growing interest in labour education and labour studies by post-secondary educational institutes throughout North America, will be responsible for the development of academic standards in the field of labour education and labour studies, with member colleges and universities offering extension courses and programs leading to credit Certificates, Bachelor's, Master's and Doctor's degrees.

The University Labour Education Association is an organization of colleges and universities, with regular and continuing programs in labour studies and labour-management relations for workers. The Institute of Labour and Labour-Management Studies, Niagara College, was the first community college accepted as a member of the Association, when it pioneered development of the credit program leading to the Certificate in Labour Studies, as well as certificate and diploma programs in the fields of industrial and labour-management relations.

Since the Niagara College labour education credit program was launched four years ago, **380 workers, most of them supported through scholarships** offered by local unions, area councils and municipal labour bodies, have registered in courses leading to the Certificate in Labour Studies. Several students have been awarded scholarships to the Labour College of Canada, University of Montreal, while others have been admitted to university industrial relations degree programs.

The Labour College of Canada, and the Industrial Relations Centre, McGill University, have also been accepted as members of the University Labour Education Association.

■ **Professor J. C. Cameron, founder of the Queen's Industrial Relations Centre in 1937, has been awarded an honorary LL.D. degree** by the university for his pioneering contribution to Canadian industrial relations. The degree was conferred at the May Convocation.

Born in Scotland, Prof. Cameron has been teaching industrial relations at Queen's for 23 years. Head of the Industrial Relations Department, he has also been a researcher and writer, government adviser, arbitrator and conciliator. More than 300 graduates now hold an Industrial Relations Professional Diploma, many of them in senior positions in Canada and abroad.



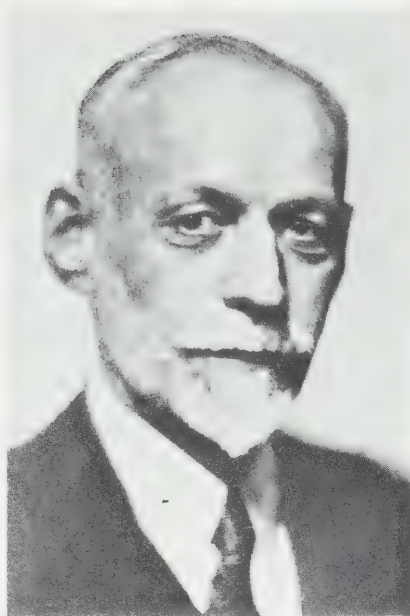
■ The Research and Development Program, Labour Canada, has a new publication titled **Directory of Labour and Industrial Relations Courses**.

The Directory is one of a number of research products produced in consultation with representatives of unions and management under the general heading of "New Initiatives in Industrial Relations Research."

Its status, like the status of the rest of the New Initiatives effort, is still in the development stage. **If the response to the Directory is favourable**, the Research and Development Program will add information from private consulting firms, and make arrangements for regular up-dating and periodic distribution.

Reactions and requests for further information should be addressed to:

Harry J. Waisglass,
Director-General,
Research and Development
Program,
Labour Canada,
340 Laurier Avenue West,
Room 1305,
Ottawa, Ont. K1A 0J2



J. S. Woodsworth

■ The Executive Council of the Canadian Labour Congress has nominated two well-known figures from Canada's labour history to the Labour Hall of Honour. **James Shaver Woodsworth** (1874-1942), and **Percy Bengough** (1883-1971) join Claude Jodoin and A. R. Mosher who were nominated by the Executive Council in 1972.

Woodsworth, an active unionist since the 1900s was arrested during the Winnipeg General Strike in 1919 when he was editor of the workers' paper and the **Western Labour News**. Later elected to the House of Commons as a labour representative in 1921, he was the leader of the Independent Labour

Party. An ardent and tireless worker for social legislation, Woodsworth is credited with the introduction of old age pensions, which became law in 1927. He later became the first president of the CCF in 1933.

Percy Bengough, a lifelong member of the International Association of Machinists, served the union movement in a variety of elected positions during his lengthy career. Vice-president and later president of the Trades and Labour Congress, a predecessor organization of the CLC, Bengough was also a dedicated international unionist. As a member of the governing body of the International Labour Organization (ILO) and one of the founders of the International Confederation of Free Trade Unions (ICFTU), Bengough carried the voice of Canadian trade unionists to many corners of the world. He retired in 1954 and at the time of his death was honorary president of the CLC.



Percy Bengough

INTERNATIONAL ROUNDUP

■ A tripartite steering committee assigned to study **ways of making work more satisfying** for Britain's 23 million workers has been established by that country's Department of Employment. Members from the Confederation of British Industry and the Trades Union Congress are meeting under the chairmanship of Robin Chichester-Clark, Minister of State for Employment. They are carefully studying a recently published report by Dr. N. A. B. Wilson, a senior industrial psychologist, who concludes that **efficiency** and **job satisfaction** are so inextricably **interrelated** that neither can long be sustained without the other.

Labour absenteeism, turnover and general unrest result when work is forced at a set pace, when repetitiveness leads to monotony, when organizational structures become impersonal, and when the worker conceives objectives as distant, trivial or meaningless. The report points out that **experiments in providing satisfaction in the workplace have improved efficiency**, reduced costs and lessened turnover rates. **Higher wages**, however, are **a poor incentive**, contributing little to industrial efficiency. Wilson recommends regular surveys of worker attitudes and expectations.

■ A 50-nation survey carried out by The Conference Board, an American management research organization, regards **worker participation** in the U.S. as **"virtually inevitable."** The Conference Board reports that industrial democracy is "winning increased acceptance as **an approach to improving productivity, motivating job satisfaction, and resolving labour-management problems.**" Most business leaders, however, "feel that management must resist attempts to limit or usurp its ultimate authority to make board-level decisions."

According to the August number of **Industrial Relations Europe**, a monthly newsletter published by Management Counsellors International, decentralization and diffusion of power among workers at Procter and Gamble's Lima, Ohio plant, has actually improved quality while reducing overall costs by 50 per cent compared with more conventional P & G plants—despite a much higher wage scale. "Now a dramatic move by the International Association of Machinists, AFL-CIO, is whipping up new visibility for the participation idea," says the newsletter. "Under a 1969 union-company savings plan, the huge McDonnell Douglas aircraft complex near St. Louis, Missouri, helps employees to buy company shares. The union believes that at this point it can come to board meetings with 15 per cent of all outstanding shares—constituting the largest single bloc of proxies. And it was precisely a board-level decision that moved the union to campaign for these proxies and to demand a voice in management, to elect some corporation officers, and especially to influence foreign trade policy."

■ The Commonwealth Scientific and Industrial Research Organization (CSIRO) in Australia has introduced a **nine-day fortnight** for 377 employees at two of its laboratories in Melbourne. It is the first Australian government agency to restructure the workweek. The new arrangement was introduced in August on a six-month experimental basis "to assess the merits of a system of working hours that

would give more recognition to the needs of the individual worker." It permits employees to have a three-day weekend every two weeks. CSIRO staff normally work a five-day, 36¾-hour week. Under the new scheme they work **eight hours and 10 minutes each day**, giving them a four-day week of 32 hours and 40 minutes and a five-day week of 40 hours and 50 minutes every fortnight. The pilot study has been introduced on a voluntary basis.

■ New Zealand is a **country with virtually no unemployment**. The highest peak of jobless since World War II was in 1968 when the total reached 8,000 for the entire country—less than 1 per cent of the workforce and far below the level considered normal in many industrialized countries. Today the unemployment rate hovers around 0.03 per cent of the workforce—the **lowest rate in any developed country**. But this figure does not tell the whole story. There is in fact a labour shortage because the registered unemployed usually comprise only seriously disabled people who are capable of working at only a limited range of jobs. Many employers in New Zealand complain that this situation leads to high labour turnover, with people often transferring from one job to another just for a change of scene. Another common complaint from employers is that workers, secure in the knowledge that they can easily get another job, lack the incentive to do their best or even to give a fair day's work.



Len Murray

■ **Lionel (Len) Murray, 51, has been elected to replace Victor Feather as General Secretary of the Trades Union Congress**, which represents 10 million unionized British workers. Feather bowed out after only four years as TUC leader when he reached the mandatory retirement age of 65. His successor, an Oxford-educated economist, was appointed at the TUC's annual conference in September.

Murray, the son of a Shropshire agricultural labourer, joined the TUC economic department in 1947 after graduating from New College, Oxford. He became head of the department seven years later, and assistant general secretary of the TUC in 1969.

■ In addition to its support for a shorter workweek, **Japan's Ministry of Labour has announced plans to encourage the introduction of longer paid vacations, paid educational leave, and flexible working hours.** In view of the decision by the Ministry of International Trade and Industry to take a similar position on working hours, future progress along these lines seems very likely.

■ Two recent judgments by the federal Labour Court in Germany ruled that **pensions must be adjusted, within limits, to the rising cost of living.** The court recommended that if employers and pensioners cannot agree to an upward adjustment that would match general wage and salary increases, the employer should make a unilateral adjustment taking into account the financial situation of the company or face court intervention.



■ Thirty Nevada doctors have organized **the first local union for physicians in the U.S.,** Local 676 of the Service Employees International Union. SEIU President George Hardy said the union will help the doctors in their fight against health care "profiteering in Nevada by conglomerates." The doctors join some 150,000 nurses, orderlies and other hospital employees who are organized throughout the U.S. by the SEIU. "They have the same need to organize as do all other men and women whose jobs involve the public's health and safety," Hardy said.

■ United Press International reports that **"Britain's opposition Labour Party has signed a new pay agreement** with its headquarters staff **that includes a free cup of coffee every morning and a free cup of tea every afternoon.** But the agreement is retroactive to May 1, which means that the 100 staff members have more than 18,000 cups of tea or coffee coming."

50 YEARS AGO

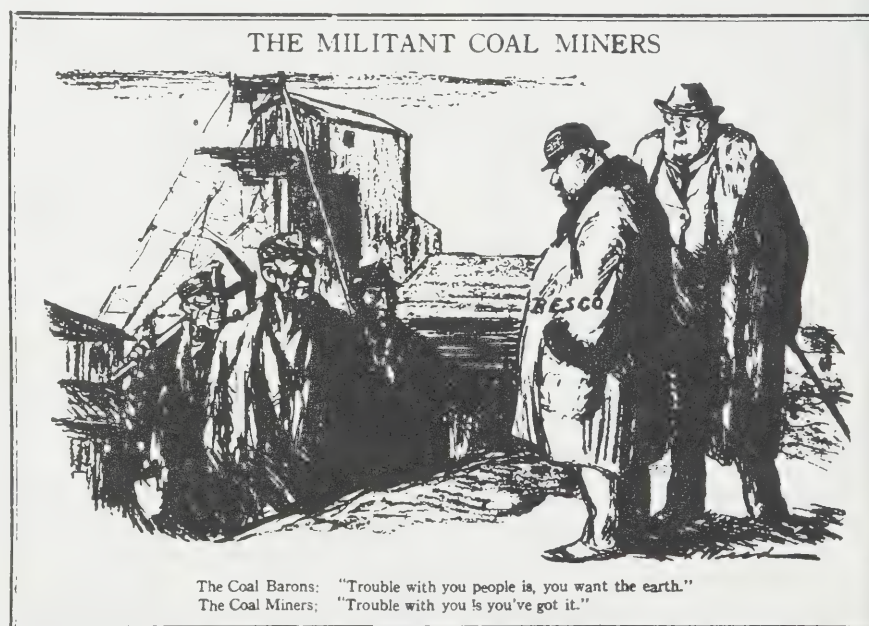
■ The 1923 November issue of **The Labour Gazette** reported two incidents in which labour men were convicted for seditious libel under Section 136 of the Criminal Code: Anyone found wilfully and knowingly publishing any false news or tale, whereby injury or mischief is likely to be occasioned to any public interest, is liable to one year's imprisonment.

The first incident concerned the Cape Breton strikes and labour leader J. B. McLachlan. Following civil and industrial disorders at which the Riot Act was read, a circular letter, signed by McLachlan, at that time Secretary of District 26, United Mine Workers of America, was sent to officers and members of local unions of District 26. The letter charged the provincial police of Nova Scotia with misconduct during the steelworker strike.

"This office has been informed that all the Waterford, Sydney Mines and Glace Bay sub-districts are out on strike this morning as a protest against the importation of provincial police and federal troops into Sydney to intimidate the steelworkers into continuing at 32 cents per hour," the letter stated.

"On Sunday night last, these provincial police, in the most brutal manner, rode down the people at Whitney Pier, who were on the street, most of whom were coming from Church. Neither age, sex nor physical disabilities were proof against these brutes. One old woman over 70 years of age was beaten into insensibility and may die. A boy nine years old was trampled under the horses' feet and his breastbone crushed in. One woman beaten over the head with a police club, gave premature birth to a child ... men and women were beaten up inside their own homes.

"The Government of Nova Scotia is the guilty and responsible party for this crime. No miner or mine worker can remain at work while this Government turns Sydney into a jungle. To do so is to sink your manhood and allow Armstrong (the Premier of Nova Scotia) and his miserable bunch of grafting politicians to trample your last shred of freedom on the sand. Call a meeting of your local at once and decide to spread the fight against Armstrong to every mine in Nova Scotia. Act at once—tomorrow may be too late".



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No. 107

McLACHLAN VERDICT BLOW AT FREE SPEECH AND MUZZLES CRITICISM OF GOVERNMENT

BESCO GAINS A POINT IN THE CONVICTION OF JIM McLACHLAN

O'Hearn Uses "Red Flag" Stuff on Jury

LEGALITY OF RAID ON McLACHLAN'S HOUSE DOES NOT MATTER---BUT LOVES CON- STITUTION TO GET CONVICTION

At Halifax before a judge of the Supreme Court of Nova Scotia who was formerly a solicitor of one of the constituent companies of what is now the British Empire Steel Corporation, Jim McLachlan, the leader of the miners of Nova Scotia was convicted of "seditious libel" and remanded to jail for sentence on October 31st. The circular letter which Jim McLachlan sent out to the miners locally after the mounted police had charged the steel workers pickets at Sydney severely injuring many people and upon which the charge of "seditious libel" is based was handed to the press by officials of the corporation. Two of the witnesses against him were officials of the corporation. The Chief of Police of Sydney, one of the men who signed the order to bring the troops to Sydney during the steel strike

LOCALS PROTEST VERDICT AGAINST McLACHLAN

Only 15 per cent. provided for by Cabinet Plans

The verdict against Jim McLachlan on a charge of seditious libel in the court at Halifax has caused some of the miners locally to protest. Philet Local has written a letter setting forth its stand on the trial and the verdict. The letter sets aside all the legal rignarole and the statements of the Attorney General as to the Soviet doctrine being preached in Nova Scotia, and comes down to the bed-rock of the struggle of the miners for better conditions and a higher standard of living. They state that Jim McLachlan was doing his duty as a labor leader during the strike in July. Local 4536 has pledged itself to support Jim McLachlan as in the past. The miners of Florence

5,000,000 VICTIMS OF UNEMPLOY- MENT IN BRITAIN

That some 2,000,000 people will be totally or partially unemployed in the country by Christmas was predicted by the Right Hon. Arthur Henderson, M.P. at Leeds.

According to the Government's figures, he said, their scheme would provide work for about one million of the unemployed. The Government plans during the past three winters have been most reluctant to meet the needs of the unemployed Mr. Henderson, said the latest proposals are scarcely in advance upon these. It must be obvious that with an army of some 2,000,000 unemployed and possibly 5,000,000 if dependent on the Government's plans fall far short of the dire necessities of the situation.

DISTRICT 18 CONVENTION SHOWS THAT MINERS ARE PROGRESSIVE

Reactionaries Copy Lewis

SENDS GREETINGS TO DISTRICT 26 IN THE STRUGGLE AGAINST BESCO AND PRESERVATION OF UNION

(By Tim Buck.)
(Special to the Maritime Labor Herald)

The bi-annual convention of District 18, U. M. W. of A., comprising the organized miners of Alberta and eastern British Columbia, is now in progress and demonstrates that on the whole the miners of District 18 are progressive. Ryan, Lavett and company strenuously try to qualify as radical banners notwithstanding that the sentiment of the rank and file is anti-Lewis and progressive. These men are copying the methods of Lewis-Murray-Searles and are attempting to ape the so-called "exposure" of "red activities" contained in the articles of Societies which have been printed in the houses press all over the continent. As expected the convention opened with an attempt to smash the progressives when the credentials com-

In the same issue of **The Labour Gazette**, a similar incident was reported. A labour man, residing in Peterborough, Ontario, in a letter to **The Worker**, the official organ of the Communist Workers' Party of Canada, charged that a number of local companies were paying unfair wages, discriminating against union men, and employing child labour; it also charged that the Peterborough Chamber of Commerce existed mainly to crush employees. Following company complaints, the author was arrested on the charge of spreading false news contrary to Section 136 of the Criminal Code.

The trial took place at the Peterborough assizes. The defendant admitted writing the article but stated that alterations had been made by the editor, and that he had protested against these changes. A number of witnesses appearing on behalf of the companies denied the accuracy of the statements and the quoted rates of wages. On behalf of the defendant, it was contended that the letter did not affect any public interest, as defined by the words of the section, but was merely a matter of local concern. The prosecution maintained that the letter affected the public interest, in that it might tend to keep immigrants away from Peterborough.

The defendant was found guilty and was sentenced by the court to two and a half months in prison.

In view of the allegations contained in this letter, warrants were issued for the arrest of McLachlan, under the instruction of the Attorney General of Nova Scotia. The charge was unlawfully publishing a false tale, whereby injury of mischief was likely to be occasioned to a public interest, namely, the Government and provincial police of Nova Scotia. In the meantime, the president of the United Mine Workers of America relieved McLachlan of the duties of district secretary, alleging that he had introduced communistic theories and aims into ordinary industrial relationships. Despite this, McLachlan still dominated the councils of the mines, and financial aid for his defence poured in from across the country.

The trial was held at Halifax in the provincial Supreme Court. Witnesses for the Crown submitted evidence to disprove the statements in the letter. No witnesses for the defence were called. The verdict was "guilty" and McLachlan was sentenced to two years in penitentiary.

He was only to serve four months of his sentence and it became public knowledge that the content of his letter was closer to the truth than the employers and provincial legislators were prepared to admit. A royal commission was established to investigate industrial unrest in the area and legislation was subsequently enacted at Ottawa that greatly restricted the use of militia in strikes.

SHIFTING JURISDICTIONS PHANTOM BARGAINING AND ESSENTIAL SERVICES

BY JACK WILLIAMS

Structural changes in government at the municipal and provincial levels are creating **new problems for public service unions**. The Canadian Union of Public Employees, the organization dominant in the municipal field, has been experiencing serious difficulties in its contract relationships; and the consequences of **shifts in the jurisdictional lines between municipalities and provinces** have become a major factor in a conflict between CUPE and the Canadian Labour Congress, with which it is affiliated.

Stanley Little, President of CUPE, ranks among the most outspoken of Canadian labour leaders, and his differences with officers of the CLC have been no secret. Little is very conscious of the importance of the jurisdiction his union holds, and he bluntly charges the CLC with having failed to give CUPE the support he believes it deserves. With its 176,000 members, **CUPE is Canada's largest national union**, and it has moved into a nose-to-nose position with the United Steelworkers for first place among both national and international unions in Canada.



Stan Little

CUPE was formed in 1963 through a merger of the National Union of Public Employees and the National Union of Public Service Employees—one of the first such mergers to be consummated after the founding of the Canadian Labour Congress in 1956. The organization's background is **representative of the development of labour organizations in Canada** from small and scattered groups to large unions. The National Union of Public Employees, an affiliate of the old Trades and Labour Congress, was founded in Calgary in 1949 by a group largely composed of representatives of civic unions. At first, the ties were mainly on a provincial basis; but there was recognition of the need for a national body, and NUPE was formally established in 1955.

The National Union of Public Service Employees traced its beginning to a group of Toronto electrical workers. The national body was established in 1924, and organization spread by degrees to other employees in the public service field, resulting, in 1944, in the formation of the National Organization of Civic, Utility and Electrical Workers. The Canadian Brotherhood of Municipal Employees and this group merged in 1960.

Little was elected president of NUPSE at that time, and he was the choice as president of CUPE when it was founded. Now, at the age of 62, he has some 40 years experience in the union movement, dating back to the days when, as a worker in a hosiery mill, he was active in textile union organization during the difficult days of the 1930s.

In 1941, as an employee of York Township Hydro, he joined the Canadian Electrical Trades Union, which was affiliated with the former Canadian Congress of Labour. Ten years later, having served in various union offices, he became a full-time official of the National Organization of Civic, Utility and Electrical Workers.

A big man physically, Little gives the impression of being an individual who is able to roll with the punches, as well as deliver them. These are appropriate attributes. The organization he heads operates in difficult territory; many of its members are in so-called "essential services;" and contract negotiations are frequently related to the sensitive subject of tax rates.

The steady growth of the union, averaging 800 members a month since its formation, and now at the rate of about 1,000 a month, is demanding on the organizational structure and top officers. When he was interviewed in connection with this article, Little could look back on a two-month period of travel during which he had logged about 40,000 miles, including a trip to the Middle East. In Canada, he had made two trips from his Ottawa office to the West Coast, one to the East Coast, one to the Prairies, and a number of shorter trips. He had just finished a convention at Niagara Falls, reached from Ottawa by way of Regina; and, within a few days, he was scheduled to be in Québec, Vancouver and New Brunswick.

In addition to being President of the Canadian Union of Public Employees, he is a General Vice-President of the Canadian Labour Congress, and a member of the Economic Council of Canada, the Executive Committee of the Public Services International, and the Advisory Council of the Faculty of Management Studies at the University of Toronto. It isn't surprising, therefore, that he finds little time for hobbies, although he likes woodworking, and says that carpentry provides a relaxing change.

A significant feature of CUPE's growth is that it has been largely in categories generally regarded as difficult to organize—white-collar workers and women. About half the union's membership is female. The major portion is made up of civic workers, including a considerable number of school board, hydro commission, and hospital employees.

This means that **an extraordinarily wide range of occupations is covered**: from tradesmen to engineers, for example. This, Little says, does not present any serious difficulty to the union: "The variety of occupations does mean that our contracts have to include a large number of classifications. The general conditions of employment apply pretty well throughout the range, and there is very little isolationist feeling, as far as the various occupations are concerned.

"We have a **high proportion of white-collar workers**. There are some differences between white- and blue-collar people; but we find that the white-collar members are good solid trade unionists. They're well-educated and they're astute. When they ask questions, they expect straight answers, so you don't try to kid them along. We find that they're quite willing to pull their weight and accept obligations; and, in fact, they lean over to help others—the hospital workers, for example."

Public attention to CUPE centers very frequently on hospital workers and their problems, thus bringing to the fore the right of employees in essential services to strike. Little is very conscious of public attitudes but even more so of the serious difficulties faced by many hospital employees. Legislation governing employer-employee relationships in hospitals comes under provincial jurisdiction, and varies widely—all the way from equal bargaining rights enjoyed by other employees, to compulsory arbitration and denial of the right to strike.

"In Newfoundland, for example, the legislation doesn't read too badly; but the application is almost sinful," Little says.

"If the Government doesn't like what the arbitration board gave you, then it can overrule the finding.

They say, 'We can't give you this, because if we did, we would have to give it to the people down the road.' We say, 'We aren't bargaining for the people down the road; they're your ground rules; you brought this situation about.' But they just keep on saying, 'We can't give it to you.'"

Little has always maintained a position of **ardent opposition to compulsory arbitration**. "The hospital situation is particularly bad, and we have ample evidence that arbitration imposed on us is not working. The situation is in serious danger of exploding. We are running behind—14 or 18 months—and it's sometimes two years before an arbitration award is made. Not only are these awards not what they should be; there is this time lag that means we are going to be talking about 1972 rates in 1974."

An equally serious problem is what the CUPE President describes as "**phantom bargaining**." "There is too much of the phantom at the bargaining table. The revenue for hospitals comes generally from a central source, the province; and the province is not at the bargaining table. You are bargaining with a local administration that can hide behind the fact that the provincial government has only increased the year's budget by, perhaps, 7 per cent over the previous year. Other costs have gone up 7 per cent or more, so they don't even want to give you 7 per cent.



"It doesn't matter whether or not there is any rationale about wages. You can bring in all the statistics you want, to prove that people are underpaid; but the local administration isn't interested.

"That's what we mean by 'the phantom at the bargaining table,' and it has got to be eliminated. We might just as well start dealing where the money is, and not have a dozen or more bargaining sessions when one would do. We would have more sophisticated bargaining, with more attention paid to real bargaining and producing the kind of result that could be used effectively in some outside reference. Without that, we are just going through the motions."

Little has some other ideas about improving bargaining methods. "I would like to see something tried out in an effort to get some of the subjects away from the bargaining table. There are matters like fringe benefits that are often largely technical. There's no reason why these couldn't be discussed between negotiations, and an agreement worked out. This seems to me to be a more sensible approach than trying to deal with everything at one time across the table.

"Something like this ought to be tried out in one or two areas, and then maybe the idea could be expanded. We have to work on some new approaches like this, if we're going to have sensible collective bargaining. The whole subject is becoming too complex to make any sense the way we're handling it now."

As far as the essentiality of hospital services is concerned, Little recognizes the quandry, and the impossibility of a complete shutdown. "It's all right for us to say that there have been times when the doctors went on strike; but two wrongs don't make a right," he says. "Nevertheless, hospital employees have got to be paid better than they are, come hell or high water. They can't be expected to subsidize the health programs of the country for ever. Hospitals are not really poor relations; there's tremendous waste, and that's conceded behind the scenes. Money could be saved there. And bad administration is showing up, now that the budgets are being examined by the provinces."



This increasingly active provincial role in what have hitherto been regarded as municipal jurisdictions, raises serious organizational problems for CUPE. **"The affinity between provincial employees and our municipal groups is growing,"** he says. "The lines of demarcation are getting blurred; what happens to one is important to the other. In Ontario, all the custodial people were taken away from us. First it was jail guards, then clerks, then assessors. We lost 600 assessors in the Toronto City Hall group alone. They're taking bits and pieces all the time. Our educational programs, and our health and welfare programs, are all controlled provincially. More and more, these people who have been municipal employees are going to be provincial employees."

This development is at the heart of the long-standing jurisdictional dispute between the CLC and CUPE over some provincial employees organizations. Some years ago, the CLC adopted a policy position recognizing CUPE's jurisdictional claim in the provincial field. But the CLC says that there are now some sizeable provincial groups ready to affiliate with the CLC, but not wanting to become part of CUPE.

Little argues that **a strong centralized organization, rather than separate provincial groups, offers the only hope for the protection of the interests of employees,** and this position has won support from the Public Service Alliance of Canada, which represents federal employees.

A major point in Little's contention is that CUPE has established an organization that can provide effective and efficient service.

"We think we have a public employees organization with a good sound structure, and centrally-oriented with a number of departments—education, legislation, organization, job evaluation, research, and public relations. We have 260 people on staff, by far the largest staff in Canada. These people are becoming highly trained; we have several economists, chartered accountants and lawyers, all on staff. Across the country, we have 34 regional offices, staffed by up to 20 people.

"We have **excellent relations with the Public Service Alliance.** We occupy the same premises, and we are integrating our departmental work. We have one library, and there is close consultation on our public relations programs, education, and other activities. Our educational program is the largest of any union in Canada. We have developed a great deal of educational material; and now we are getting beyond the tool subjects into other areas—deeper economics, for example.

"But this still leaves a gap, as far as most of the provincial employees are concerned. Despite the fact that some of them have had a semblance of organization, they have really done very little for their people. Most of them are little more than social clubs. We are doing a good job for groups of provincial employees in New Brunswick, and now in Nova Scotia, and we know we can help others."

Little complains that **public employees have never been completely accepted by other sections of the labour movement.** One reason for this rather tenuous link is the running argument about national versus international unions. Some of the sharpest criticism of international union relationships has come from members of the CUPE hierarchy. Little himself has been less dogmatic than some of his colleagues, although he is keenly aware of the fact that, **of the six CLC general vice-presidents, he is the only representative of a national union.** "We are not responsible for the nationalist swing," he says. "We have built a strong national union, and some of our people are a bit nationalistic. But we're not fanatics."

Little believes that **there is a place for international unions,** and that there will be as long as there are multinational companies. At the same time, he is critical of the operations of some international unions, describing them as "mediocre." He thinks that there is **a need for many internationals to give greater recognition to the realities of a Canadian existence.** He is one of the labour leaders who, at an early stage, endorsed the principles of the Committee for an Independent Canada, although later he publicly denounced the Committee's position in opposing international unions.

"The truth of the matter is that these CIC people couldn't care less about the workers involved. They are mostly bourgeois liberals who see the opportunity to replace effective strong unions with organizations that will not do as much for working class people. I in no way endorse the attempts of the CIC to support the efforts of destructive organizations such as the Canadian Workers' Union, which is trying to dilute the strength of the Steelworkers' union."

What Little proposes is that the Canadian Labour Congress should take a more positive stand, exert greater vigour, both with regard to Canadian autonomy and in pressing for merger of the smaller unions that are relatively ineffective because of their size.

"There are **far too many small unions in Canada**. There are, perhaps, 75 that shouldn't be here at all. The grouping of unions is terrible. They are not grouped in any co-ordinated way related to Canadian conditions; and, in many cases, they are little more than a spillover from the American set-up. It isn't the fault of the membership; it's the structure; and, in the absence of mergers in the United States, it's likely to remain as it is."

Little's criticism of the CLC goes beyond the international union issue. "The Congress is going to have to change. When it came into existence in 1956, there had to be some compromises to create the thing; but the readiness to accommodate has gone on too long. There hasn't been enough done to eliminate these problems and to dovetail the organization into a strong structure with a genuinely national labour voice and a truly national labour stature."

Little is frank concerning his political opinions. He is a strong supporter of the New Democratic Party, as he was of the CCF. His union has not shied away from politics. In this respect, there is a difference, he agrees, between municipal and federal employees—municipal employees are less inhibited. "We are trying to develop more attention and interest among our membership about what is going on in the political world. I think public employees are naturally more politically conscious than are employees in private industry."

As for the general outlook of the Canadian Union of Public Employees, Little is highly optimistic: "Sure we're going to continue growing! And as we become larger, we'll develop the facilities to make us an even stronger and more effective organization."

(Jack Williams was born in Bradford, England, in 1907. At the age of four he came to Canada with his parents and settled in the St. Catharines, Ontario, region where he attended public and high schools. He worked for thirteen years with the **St. Catharines Standard**, then joined the staff of Canadian Press in 1941 as labour specialist in the Ottawa Parliamentary Press Gallery. In 1946, Williams became Public Relations Director for the Canadian Congress of Labour, remaining in that post until its merger in 1956 with the Trades and Labour Congress to form the Canadian Labour Congress. He then became Public Relations Director of the CLC and, from 1970 until his retirement in 1972, was editor of the CLC magazine **Canadian Labour**. The opinions expressed in the foregoing article are those of the author and the person interviewed, and do not necessarily reflect the views or policies of the Canada Department of Labour.)

THE COMPRESSED WORKWEEK: PATTERN OF THE FUTURE?

BY GEORGE SANDERSON

Three years ago, the mention of a four-day workweek would have elicited raised eyebrows. Today, more than **31,000 Canadians in about 250 establishments** across the country **work only three or four days a week**. In a few instances—estimated at 5 to 15 per cent—the compressed workweek has been abandoned after a trial

period, and in other instances a few employees do not like it. But **the vast majority of workers** who have sampled it **appear to be satisfied** with the new arrangement—despite the longer workday that it usually entails. In most cases where a shorter workweek has been adopted, total weekly hours remain virtually unchanged, but are divided among three or four days instead of five.

A recent American Management Association (AMA) survey found that **most U.S. companies that have experimented with the telescoped workweek are continuing it**. Only 8 per cent of the firms in that study described the innovation as a failure, and poor planning was blamed for most of the failures. Many Canadian companies experimenting with a truncated workweek report that it improves staff morale, boosts



certain specialized fields and individual industries. Companies in West Germany, Holland and Switzerland have discovered that the compressed workweek **not only brings in needed workers but also reduces that growing plague of modern industry—labour turnover.**

Eurpaise Canfield, a West German firm that adopted a four-day workweek three years ago, has abolished its \$50,000 annual budget for recruiting staff. Said a company official: "We actually have a waiting list of people wanting to be hired." Not only were all vacancies filled, absenteeism fell by 90 per cent in the first year, productivity rose by 15 per cent—although workers put in less hours than under the old system—and a previous year's loss of nearly \$250,000 was converted in the first year of the new operation into a \$150,000 profit. Other European companies experimenting with a truncated workweek report comparable benefits to business.

productivity, cuts overtime costs, reduces absenteeism and turnover, and improves recruitment of skilled workers in short supply (LG, Sept., p. 582). Similarly, 80 per cent of the four-day firms in the AMA's study reported that a compressed workweek "improves business results," 60 per cent indicated that production was up, nearly 40 per cent stated that costs were down, and half reported higher profits.

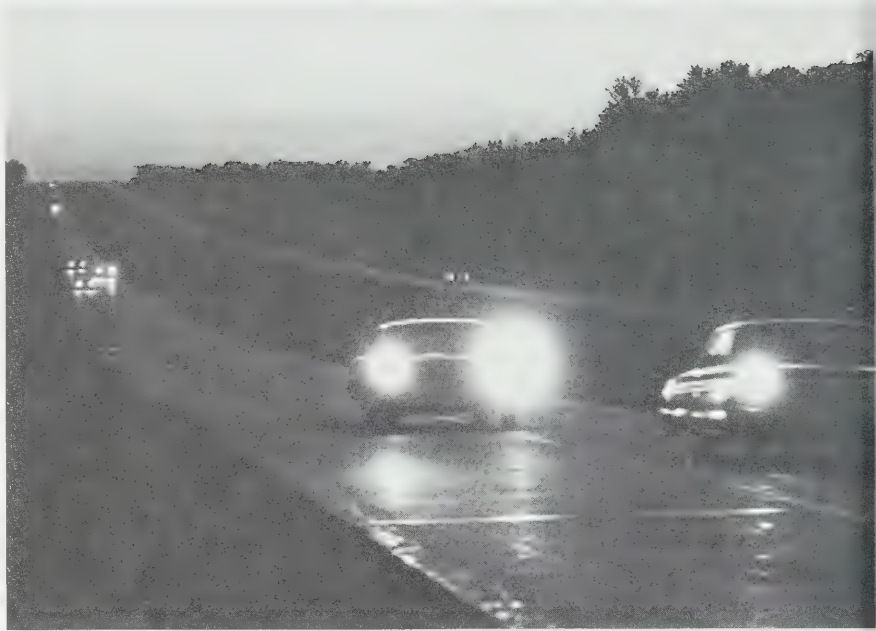
The four-day week is also **beginning to make inroads in European industry**, where it has enjoyed a similar degree of success. A recent poll of workers at four-day companies in West Germany revealed that only 11 per cent wanted to re-

turn to the five-day week. The idea of a shorter workweek tends to be more startling to Europeans than to North Americans. Not long ago, a six-day workweek was the norm almost everywhere in Europe. Even now, a 5½-day week is far from uncommon. Moreover, European workers have traditionally bargained for longer vacations rather than for a reduced workweek. What has produced the four-day phenomenon has been a chronic manpower shortage in



The attractions of a four-day week for employees include concentration of leisure into an extra free day per week, a 20 per cent reduction in commuting time and costs, and possible savings in work-related expenses like child-care fees or restaurant meals. In addition, a small reduction in total weekly hours sometimes accompanies the introduction of the telescoped workweek. Fatigue is cited as the main disadvantage of the system.

Surprisingly, the record of success has, if anything, increased organized labour's opposition to the new workweek pattern. Senior union officials in Canada and abroad argue that the fatigue that must inevitably result from longer workdays cancels out the benefits of having an extra day off. But actual experience appears to refute these claims. For example, fatigue was cited as a principal disadvantage of the four-day week by only 8 of the 143 four-day firms in the AMA's survey. Some observers of the industrial relations scene assert that the unions' opposition is really based on fears that the compressed workweek will divert attention from their more important objective of reducing total weekly work hours. Consequently, there has been more freedom in non-union sectors to rearrange workweek patterns. At this stage, the manufacturing and service industries are making the most use of the three- or four-day week. Other sectors moving rapidly toward a shorter week include trade and finance, transportation and communications, mining, construction and municipal government.



The Canada Labour Code discourages adoption of the system by employers under federal jurisdiction, but the provinces will waive overtime pay requirements when both labour and management agree to institute a workday that is longer than eight hours (LG, April, p. 235). Should the compressed workweek continue to gain in popularity, Canada's labour legislators will be obliged to consider changes in existing laws.

Most researchers predict that the **reduced** workweek of four days, 32 hours, is the wave of the future. It meshes with the pattern of more leisure, rising living standards, and the need to give the better educated modern worker more varied interests. Meanwhile, the gradual move by different industries to one form or another of the telescoped workweek continues.

THE WORK ETHIC: IS IT DEAD?

BY BONNIE CAMPBELL

The work ethic as it is traditionally understood is dead—or dying—among the young, according to delegates attending the 42nd annual Couchiching Conference, mainly social workers, business and labour representatives, academics and students. The conference, sponsored by The Canadian Institute on Public Affairs, this year examined the changing meaning of work.

One consensus that emerged from the conference was that the young are increasingly demanding jobs that are more than a source of income; **they want personal satisfaction.** This demand manifests itself in many ways, including a **marked distaste for dreary, routine work; demands for more democracy in the work place and more responsibility for the quality of the end product;** and often a **preference for work that will be socially useful or significant.**

Dr. Harold L. Sheppard, a social scientist at the Upjohn Institute for Employment Research, Washington, D.C., in an opening address to the conference, stated that "young workers—of all occupations—have reported a lower degree of job satisfaction than all other workers." He documented these findings in **Where Have All the Robots Gone**, a study of 400 white, male, blue-collar union members that was sponsored by the Upjohn Institute, the Ford Foundation and the AFL-CIO.

"These young workers place more emphasis than do older workers on the degree of interesting work, or on the opportunity to use their skills and potentials," he said. "For example, 69 per cent of the youngest group (under 30) reported that to them it was very important that a job provide opportunities to develop the individual's abilities—but only 34 per cent reported that this was actually the case in their current work."



Canadian Institute on Public Affairs COUNCILING CONFERENCE



Dr. Harold Sheppard (second from left)

Dr. Davis Ross, Program Director for Income Security, Canadian Council on Social Development, examined the "dual" labour market. In the first market, **"professionals, managers and the self-employed are increasingly finding meaningful work** and are increasingly able to control the time and pace of their work, their place of work, and the approaches to performing their work."

In the second market, the **work is not an extension of the worker's life style, but simply a means by which he can obtain his subsistence and his daily bread.** He

stated that **many young people refuse to be moulded to fit this second category;** they believe that the economic system should adjust to the individual, rather than the individual to the market. As an example, he mentioned farm labour. "One frequently hears the query, 'why don't the unemployed young and others go out to the farms and orchards and pick apples or peaches, or tomatoes, or tobacco.?' " Ross observed that "in Canada, we have simultaneously high unemployment and seasonal migration of Caribbean workers to

harvest crops. This is used as evidence that the young and unemployed are lazy and have rejected the work ethic." He argued that young people would engage in farming if they themselves could run the operation on a co-operative basis, thus allowing crop harvesting to become an extension of a rural life style. "At the corner of our street in Ottawa is a natural food restaurant and retail outlet, run by a group of young adults on a co-operative basis. The individuals involved rotate jobs between the farm, the stores, and within the stores as well, so that in a given month, all individuals will have performed a variety of tasks."

Ross asserted that these people are extremely happy at their work. "Yet I ask, if farm and store were owned privately by an outside businessman, would these people clean barns, pull carrots, wait on tables, and wash dishes? My personal observation would lead me to a negative answer. They open and close the store at will, leaving signs such as 'sister getting married' to tell their clients the reason for their absence. These individuals certainly have adjusted the economic system to their ends, rather than adjusting to the system's ends."

Dr. Douglas T. Wright, Deputy Provincial Secretary for Social Development, Ontario, asked: **"To what extent should we respond to other notions of work, which have not been regarded as employment in our society?"** He cited, for example, "unpaid work done in the home by housewives and youth, and voluntary activities carried out in an increasing number and range by non-governmental and non-business organizations." People seem to be rejecting the work ethic set by the impersonal market and are replacing it with the belief that whatever society collectively wishes to call work and hence reward, it can do. "To what extent would greater numbers of those in the labour force opt to leave conventional employment if they could receive equivalent remuneration for alternatives, such as unemployment insurance, welfare benefits—or social-service-oriented jobs such as those provided through the Local Initiative (LIP) or Opportunities for Youth (OFY) programs?" he queried.

Ross responded to this question with a cautionary note. **"I suspect that even the LIP and OFY type of activity will not be regarded as work.** At present, there is a widespread belief that government employees are really living off the fruits of the legitimate private sector."

Many of the comments from the audience called for rejection of the theory that work is only that which is defined by the private sector or that which brings in direct monetary reward, asking **why should land speculators and dope-peddlers receive direct payment from the market, but not mothers, university students and those who voluntarily read to the blind?**

"It has often struck me as odd that our values in society lead a mother to believe that putting labels on deodorant bottles in a factory is more virtuous and useful than tending a child at home," commented one person in a group seminar.

Doris Anderson, editor of **Chatelaine** magazine, said she thought **homemakers should be paid.** "The homemaker is probably the most exploited worker in the whole of our economy. A direct grant from the Government to women working inside the home and raising children would be a workable solution. The Government is already employing many groups of people through LIP and OFY grants to do work that doesn't contribute directly to the production of goods. Why not pay women—or men—for doing one of the most important jobs in the country?"

Manitoba Premier Ed Schreyer was asked if he supported the idea of paying housewives. He appeared reluctant to answer, but the question was repeated, some people started to hiss, and several women called out, "answer the question." Finally, Schreyer replied: "I do not favour the payment of housewives. It should be a matter between husbands and wives."





The Manitoba Premier endorsed young people's efforts in projects such as OFY and LIP, but stated that all work projects introduced by the state must have a connection with the work effort. "There are those who criticize these programs because they are make-work projects. I am not that cynical," he stated. "I believe that there is no lack of important jobs that can be created in the society. For example, some LIP programs provide services to elderly citizens, and this is useful work that is rewarding to the individual and is better than idleness." In defense

of the work ethic, he continued: **"I don't think it will ever be possible to remove drudgery from work activity. All we can do is leave more time for leisure."** He ended with a quote from John Ruskin: "If you are able-bodied, and don't work, you cannot leisure well, therefore, you cannot acquire dignity and happiness."

During the conference the Department of Manpower and Immigration interviewed people about their own particular work situation. One young girl, a volunteer worker in an Ottawa storefront clinic, typified the changing attitude toward the meaning of work. "I collect unemployment insurance but work at the clinic on a full-time basis. I find the job most

satisfying and rewarding; I used to be a secretary, but I found this work alienating, I had no feeling for the job I was doing, and I had put no input into the letters I was typing. It was mindless. I had always believed that I should do something meaningful for society and take part in a job which meant something to me, and if it didn't, I'd get out."

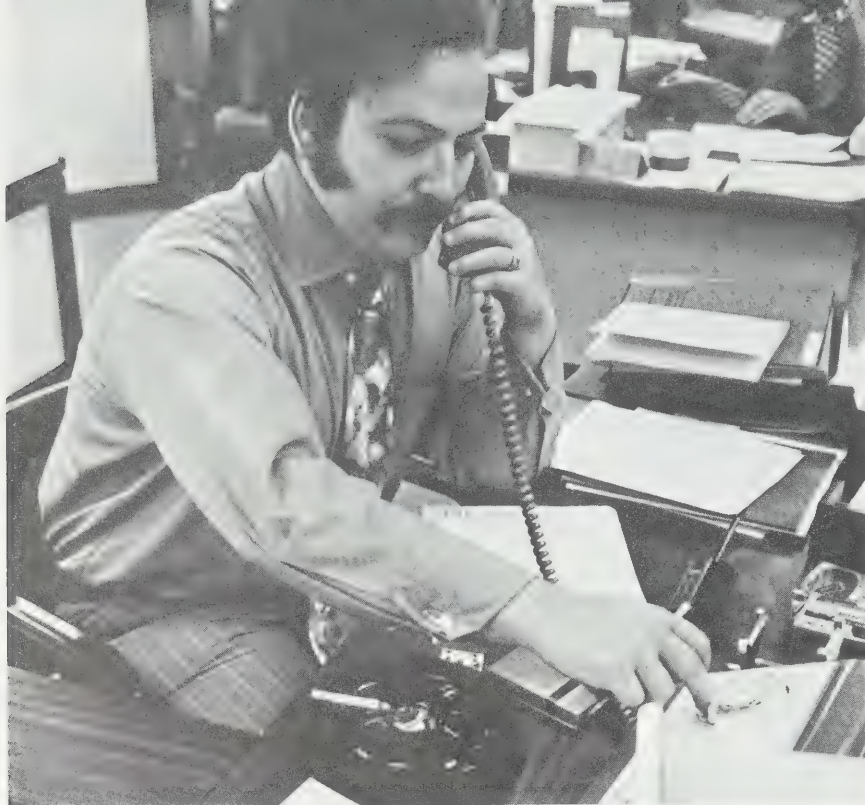
Her philosophy is that work will not always be drudgery, but rather an extension of herself and her interest. This is the belief of many of the young; this attitude and its influence on the workplace is what to watch for in the future.

SERVICES: SOLE SOURCE OF FUTURE JOB INCREASE?

Creating jobs is one of the biggest challenges facing Canada today. It is a key objective of the current federal budget. But where should we look for the jobs needed by our rapidly growing labour force? In what sectors of the economy are they most likely to appear? Finance Minister John Turner stated in his May 1972 budget speech that "the manufacturing sector is of crucial importance to our economy. We depend on it to provide a growing number of productive,

interesting and well-paid jobs for Canadians." **The long-term trend, however, does not indicate that large numbers of jobs are likely to be found in secondary industry.** Sylvia Ostry, Chief Statistician of Canada, notes that "current data ... reveal a continuation of these trends: further marked decline in agriculture, a virtual 'plateauing' in the secondary sector, and continued expansion in the tertiary or

service industries." **Between 1961 and 1971, the number of jobs in primary industries declined by 19 per cent, the secondary industries provided only 17 per cent more jobs, whereas employment in the service sector increased by 52 per cent.** Automation and modernization are responsible for these sweeping changes in the structure of the work force.

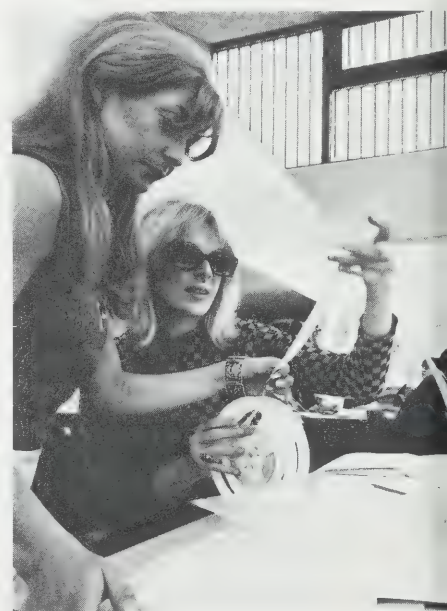


Employees may be classified either by the kind of work they do or by the industry they work in. Classifying them solely by the latter masks other important changes in the structure of the work force, notably **a decline in the number of blue-collar occupations and a marked rise in the number of white-collar jobs**, especially the more glamorous, better-paid managerial, technical, professional and clerical categories. These jobs provided a mere 25 per cent of the work that was available in 1951, but by 1991, more than 60 per cent of all jobs are expected to fall into these categories. Of the net growth in jobs that occurred in the 1950s, 66 per cent was in the more glamorous white-collar groups. The number declined to 59 per cent in the 60s but is expected to exceed 70 per cent in the 70s and 80 per cent in the 80s. The less glamorous, less comfortable, less well-paid of the white-collar jobs—sales, service, transport and communications—accounted for 34 per cent of net new jobs in the 1950s, 21 per cent in the 1960s. The percentage is expected to fall to about 15 in the 70s and 12 in the 80s.

The decline in agricultural employment is beginning to slow down, however, though it is expected to reach 5 per cent of the work force in 1980, compared with 6 per cent today. Employment in the remaining goods-producing sectors changed very little in the 1960s and is expected to decline from 31 per cent of the work force in 1972 to 28 per cent in 1980 as industry puts automation to work to produce greater output per man, woman and child in the growing population.

In 1945, only one quarter of the work force was in the services sector, commercial or public. Today the proportion exceeds 60 per cent, and it is widely predicted that employment in the service industries will continue to grow until in 1980 it comprises more than two thirds of the work force.

There has been a sharp difference, however, within the service sector between the trend of jobs in transportation, communications and public utilities—where the number of new jobs has barely kept pace with the growth of the work force—and in trade, finance, personal and government services, where it has grown even faster than the work force. The public services group alone—education, health, welfare and government generally—almost doubled in the 1960s while total employment increased by only 30 per cent. Though the rise of employment in this area may be slowed down by popular demand for a levelling-off in taxes, **the number of jobs in public services is still expected to increase from 23 per cent today to 28 per cent of the work force by 1980.**



The number of blue-collar jobs is likely to remain steady or to decline during the next 10 years. "Clean" blue-collar jobs—craftsmen or skilled factory workers—accounted for 24 per cent of the work force in 1951, 24 per cent in 1961, 25 per cent in 1971, but they will probably account for less than 20 per cent of the work force by the year 2000. Though 26 per cent of net new jobs in the 1950s and 28 per cent in the 60s were for skilled blue-collar workers, the proportion is expected to decline to less than 20 per cent in the 70s and about 10 per cent in the 80s.

The number of "dirty" blue-collar jobs—farmhands, fishermen, trappers, loggers, miners and unskilled workers generally—has declined steadily, from 27 per cent of the total in 1951 to 18 per cent in 1961 and 12 per cent in 1971. These jobs are expected to comprise less than 6 per cent of all jobs in 1981 and no more than 3 per cent in 1991.

The above trends have important implications for organized labour. Howard Coughlin, President of the Office and Professional Employees' International Union believes that the white-collar worker could become the dominant force in the trade union movement. But white-collar workers are hard to organize, Coughlin says. The main problem is fear—fear of losing their jobs or of getting into their employers' bad books. They are also suspicious of unions.

The population in 1980 is expected to be close to 24.7 million, of whom some 17 million will be in the working-age range 14 to 65 years. How many will work? John Kettle, author and Special Projects Editor for **Executive** magazine, projects a work force of 9.2 million. Who will work? Futurologist Kettle suggests four possibilities: (1) The proportion of male participants in the work force will decline from the current 76 per cent to 60-65 per cent while the female participation rate climbs to 40 per cent, as the trend suggests; (2) the female participation rate will remain steady at 35 per cent while the proportion of males in the work force drops to 69 per cent, with 7 per cent unemployment; (3) the male participation rate will remain virtually unchanged at 75 or 76 per cent while the female participation rate climbs to 40 per cent and unemployment reaches 15 per cent; or (4) female participation will decline to 30 per cent while the proportion of men in



the work force remains unchanged. Kettle observes that "society strives hard to give 75 per cent of the men of working age a place in the work force." The question of women's participation depends on factors like child bearing, the effect of inflation on family budgets, and the availability of desirable jobs. **G.S.**



INTERNATIONAL UNIONS' BENEFIT TO CANADIAN MEMBERS

BY JIM MACSWEEN

(The following is based on an interview with Lynn Williams, Director of District 6 of the United Steelworkers of America and responsible for Steelworker locals from Toronto to the Pacific coast. In the interview, Williams defends the value of international unions to Canadian workers and counters charges made against them by such critics as the Confederation of Canadian Unions, formerly the Council of Canadian Unions. For the viewpoint of the CCU, see the April 1973 number of **The Labour Gazette**.)



Lynn Williams

Canadian autonomy within the framework of international unions—that is the course proposed by Lynn Williams. He believes that, as long as Canadian members of international unions retain control over affairs of national importance, membership in international unions can only benefit Canadian members by giving to them the advantages of a larger organization.

Listing these advantages, Williams included the broader scope of experience and the greater economic power in the hands of international unions. He cited the case of Canadian members of the United Steelworkers who went on strike in 1969 against Inco, Stelco, and Algoma, placing an extraordinarily high number of Canadian steel industry employees on strike pay. **Without the financial support of Steelworkers in the United States, the Canadian section could not have afforded three such strikes in one year.**

The Steelworkers, he said, although being one union and having one convention, have three elected directors in Canada, a National Director and two District Directors, and hold a Canadian policy conference each year. This, says Williams, gives Canadian members authority in matters that directly affect them. He added that most other international unions have similar provisions for their Canadian members.

To charges that there is American domination of Canadian workers—a charge made repeatedly by Canadian nationalists—**Williams ruled out the comparison of unions to companies.** Canadian union members could not be dominated by international unions in the same way as Canadian subsidiaries of large companies can be, he said. Control in a company is from the top, but a union is democratically run, with power in the hands of the members themselves. **Leaving in members' hands the power to determine the union's direction, even to the point of disassociating themselves from it, precludes any form of international union domination.**

Williams criticized the **annual reports under the Corporations and Labour Unions Returns Act** as being **inaccurate** and **incomplete** portrayals of the expenses of international unions. "Everyone who knows unions realizes that the CALURA Report does not reflect all the expenses of international unions in Canada, such as legal fees and administrative costs," he said.

He outlined the method of handling members' fees practised by the Steelworkers. Checkoff fees are sent directly to the Pittsburgh head office of the Steelworkers for accounting. From Pittsburgh, Williams explained, funds are returned to Canada to be used by the local unions and the Canadian directors in serving the needs of the Canadian membership.

Turning to the Canadian national union movement, **Williams defended international unions as being the best means of protection for workers.** Comparing Steelworkers' membership figures with those of the unions affiliated with the CCU, Williams asserted that **the United Steelworkers has more members in the city of Hamilton than the CCU has in all of Canada, and its growth in the past twenty years has far outstripped that of the CCU.** "You decide which organization is doing the best job according to the members themselves," he said.

Commenting on events that led to the breakaway of a United Steelworkers local in Kitimat to form an national union affiliated with the CCU, Williams attributed the loss to "discontent that was fanned by certain people." A strike called by the Steelworkers had left workers in Kitimat with "the highest aluminum rates in the world," Williams declared, but an atmosphere of dissension, combined with the isolation of Kitimat, brought on dissatisfaction with the local Steelworkers' leaders.

The newly-formed union has undergone the same difficulties, says Williams, and was without executive officers for several months before an election was held. **He predicted that Kitimat workers would become disillusioned with the new union when faced with the bargaining power of Alcan and the local would return to Steelworkers' membership.**

To CCU charges that international unions have worked against Canadian interests, Williams replied that the prime purpose of a union is to protect the worker and to satisfy the needs of its members. In this direction the international union has proved its success, he said, adding that the international union may be the only effective means of ensuring workers' rights within multinational corporations. **To fight large corporations, large unions are needed,** he said, singling out the presentation of unified bargaining demands by Ford workers in Britain, Belgium, and West Germany as an indicator of the trend toward greater worker unification in dealing with large corporations.

"Canadian members of international unions do not in any way neglect their obligations to their own country," said Williams as he pointed to the Canadian Labour Congress' provision of a national voice for all branches of organized labour. He concluded that **the time may come when Canadian interests are so divergent from U.S. interests that continued membership in international unions becomes impossible, but at present the trend is in the other direction** as the international solidarity of workers becomes more and more important in the face of the increasing power of multinational corporations. As long as the advantages to Canadian workers outweigh the disadvantages, and as long as Canadians have control over matters that affect them, international unionism will remain the best form of worker organization to serve its members, Williams believes.

THE ONTARIO FEDERATION OF LABOUR: A SPANNER IN THE WORKS OF THE BIG BLUE MACHINE

"We are perturbed at the insular attitude of your Government. **You seem to rely on the advice of the "big blue machine" rather than listen to the advice of the people of Ontario through their elected representatives and community groups,"** the Ontario Federation of

Labour chided the provincial Government in its annual brief on legislative proposals. "The 'see no evil, hear no evil' attitude of the Government is disturbing and makes it difficult for groups such as ours to co-operate on policy or issues where Government wants co-operation and co-operation is possible," the brief continued.

The Federation, which represents 700,000 members of affiliated unions throughout the province, called for more labour representation on various advisory and fact-finding boards and commissions—particularly those dealing with

matters where labour has considerable expertise, and has had experience and direct involvement such as the task forces on housing, on human rights and on workmen's compensation. As well, not one senior official of the Ministry of Labour comes from the ranks of labour, the brief continued, whereas the federal Government has chosen people from labour to fill such responsible posts as deputy minister, chief conciliation officer, and chief of the research branch.

"No special attention is being given to the problems facing the youth, and equal opportunity for women is far from won." Although the Women's Bureau was commended for having done a fair job in its efforts to achieve equality of opportunity for women, the brief called for the appointment of women to labour arbitration boards, conciliation boards and senior positions in the Ministry of Labour.





Quoting from the report of the Mayor's Task Force on Unemployment in Toronto, the Federation charged that 12.2 per cent of the labour force in Metropolitan Toronto remained unemployed for 10 days or more in the first half of last year; and, by the latter part of the year, 42 per cent of these were still, or again unemployed. Unemployment among those 24 years of age and under was high, with over 34 per cent of males, 28 per cent of females, and 9 per cent of female heads of households unemployed.

"Instead of blaming the youth and women for entering the labour force, we must find solutions to unemployment to absorb the increased entrants to the labour force." To help solve the unemployment problem, the Federation demanded a restructured and equitable tax system; more government equity in corporations receiving subsidies, grants and forgivable loans; and increased spending in the public sector, especially on housing.

Although the legislation requiring provincially incorporated companies to have a majority of Canadian directors was lauded by the Federation, the latter called for more comprehensive legislation, federal and provincial, "requiring all corporations to operate in all aspects of their dealings according to a set of guidelines created by our governments."

The foreign takeover of the Ontario book publishing business was contrasted with the situation in radio, TV and newspaper businesses, which have "to some extent" been protected; this protection should be extended to book publishing, especially textbook publishing if "we are to maintain our cultural heritage." The Government was urged to act to halt the takeover; to encourage the production of Canadian-authored, Canadian-produced books; and where public funds are allocated to Canadian publishers, "to provide that such funds be expended exclusively in Canada under union shop conditions."

The Government is moving in the direction of more third-party interference in labour relations, the brief declared, against the wishes of both labour and important sections of management. Where intervention is needed, however, the Government is not fulfilling its responsibility for administering certain provisions of the employment standards legislation. The section of the Public Service Act amended by Bill 105 should be rescinded to allow Crown employees equal status with other workers who



come under the Labour Relations Act. Changes in the Labour Relations Act were called for, to make it easier to extend union organization; and in the Employment Standards Act to protect workers from exploitation, and to meet the problems of technological change and employment insecurity.

Industrial ills will not be remedied by refusing to recognize the adversary system; it is not possible—nor desirable—to eliminate conflict by way of more restrictions on collective bargaining, the brief contended. It called for skilled, more readily available mediation services; a simple majority as a requirement for automatic certification; and automatic checkoff for all establishments that have been

certified. It also demanded that all items in the employer-employee relationship, including pensions, be subject to collective bargaining; the enforcement of shorter time limits in certification and conciliation proceedings, and in grievance arbitration; the maintenance of the right to picket, and the elimination of injunctions.

Commercial strikebreaking agencies should be outlawed.

"We are entitled to expect protection from the law against the violence and intimidation created by these roving bands of industrial mercenaries." The Federation pointed out that **more than two million dollars was collected last year from employers "cheating on wages, vacation pay, equal pay for equal work and overtime payments"** and demanded realistic penalties and strict enforcement of minimum standards legislation.

Notice of termination legislation needs revising—as was illustrated by the closure of **The Toronto Telegram**. Mandatory notice of termination, or payment in lieu of, was demanded; as well as six months notice of mass layoff, termination or shutdown; fifteen workers dismissed should constitute a mass layoff or termination and legislation should apply even if there is a work stoppage due to a strike or lockout. It should be mandatory for management to meet and co-operate with representatives of government and the union in cases of mass layoffs or plant shutdowns and legislation should provide for minimum severance pay for all workers.

A new minimum wage of \$2.75 an hour was proposed.

The Government was urged to tighten up legislation to protect employees' rights to earnings, pensions and other benefits in cases of plant closure due to bankruptcy "and other forms of insolvency." Changes were requested in the Workmen's Compensation Act, improving benefits for claimants and widows and the removal of the income ceiling. On women's rights, the brief stated, "We do not believe in tokenism or an artificial quota system in appointing or promoting women, but we do believe a determined effort should be made to enable women to play a full role in all sectors of society;" then, turning to day care and the problem of working mothers, the OFL recommended "that **the Government should provide a network of day-care centers** throughout the province in much the same way as hospitals and schools are regarded as essential social requirements. A sixth medical school was requested for the province, along with the extension of paramedical and ancillary services to ease doctors' workloads.

Among the matters that the Federation considered priority items were: **the introduction of no-fault auto insurance; the establishment of community health centers; and creation of more job opportunities** for the approximately 300,000 Ontario people who are unemployed. **J.D.A.**

THE FOREST INDUSTRY: THE ILO ON ITS FUTURE, DOMTAR ON ITS PAST

The social consequences of changes in technology in the timber industry were highlighted at the **Second Tripartite Technical Meeting for the Timber Industry** (Forestry) held in Geneva in April. The meeting, which brought together about 150 representatives of governments, employers' and workers' organizations, **struck a prophetic note in its examination of job security:** As the *Gazette* goes to press, several Canadian newspapers are rationing their space and cutting down on pages to meet a growing scarcity of paper, as work stoppages continue in the industry.

Delegates of the 24 countries which took part in the conference examined the effects of the conclusions of the first conference, held in 1958, gauging the rate of changes that have taken place and studying new prospects.

The conditions of work and life of foresters have changed much in the 15 years since the first conference. While pay has now reached a more satisfactory level, **there is clearly a need for a more systematic development of welfare facilities and services** for timber workers, delegates concluded.

Better planning for the creation of secure employment is needed, as well as the development of fair systems of wage-fixing; the promotion of full employment through appropriate choice of technology and the development of vocational training; and improved safety and health measures.

The meeting asked the ILO to consider creating a Timber Industry Committee, similar to existing ILO industrial committees covering major world industries.

Delegates recommended "as a matter of urgency" the undertaking of research, nationally and internationally, on eliminating the





pany, and John Billings, President, Forest Industrial Relations Ltd.; Workers: Jack Moore, President, Regional Council No. 1, International Woodworkers of America, and Tulio Mior, President, Local 2693, Lumber and Sawmill Workers Union, United Brotherhood of Carpenters and Joiners of America.
J.D.A.

THE RIVER DRIVE

The river drive belongs to Canada's folklore, to its literature, its poems and songs, and soon it will be no more.

It's like saying good-bye to part of one's very history, for that's what it is in Québec. We visited the Jacques Cartier Division of Domtar Woodlands recently to take part in one of the last drives. There we found men who gained their livelihood on the rivers in the forests of Québec.

One such man is Marc Poulin, General Foreman on the upper reach—from the source of the Jacques Cartier River to Stoneham. Marc explained the drive: the wood is cut in the forest, loaded on trucks that carry it to the river, where it is dumped in, and that's where the drive begins. Sixty-five miles of river, 60,000 cunits of wood a year, and 50 drivers who skilfully manoeuvre the logs down to the Donnacona mill.

hazards associated with the use of particular equipment.

Three priority lines of action were envisaged in the field of employment: (1) Planning in the forestry industry at the national level and at the level of the large enterprise; long-term land use plans complemented by explicit national forestry policies drawn up in consultation with employers' and workers' organizations. (2) Choice of suitable technology: in developing countries where capital is scarce and where many workers are unemployed or under-employed, the emphasis should be generally placed on the streamlining of operations and the use of improved hand tools, rather than on the newest machines. And (3) improved vocational training at all levels.

All measures should be envisaged, delegates concluded, at the level of the undertaking and at the national regional and international level, and close co-operation between employers and workers at the level of the undertaking will be the surest means of achieving improvements.

The Canadian delegation consisted of: Government: J. P. Whitby, Manager, Manpower Planning and Staffing, Canada Department of Labour, and George Bishop, Director, Research Branch, British Columbia Department of Labour; Employers: B. Panet-Raymond, Executive Vice-President, Quebec North Shore Paper Com-



Along the Jacques Cartier, as on most of the rivers driven in Québec or elsewhere, when the mills opened, there had to be some efficient and profitable way to get the wood down from the upstream forests. In that time, before the new technology, before great considerations of safety, when life was rough, the work of the drivers was dangerous and almost legendary.

The drivers on the Jacques Cartier follow the logs—from the first river lock down to the mill, a distance of nearly 65 miles—keep them moving, free them from pile-ups and pull them in from the banks. If a big pile-up blocks the river, they use chains and even tractors to pull them free.

During the winter, the logs are stacked on jetties and in spring, the stacks are fed into the river. That's when the "sweep" begins. The swifter the current, the less likely it is that logs will be lost on the way. In spite of every precaution, it often happens that the logs bunch up, stop and get stuck in the middle of the river, piling up on top of each other until they make a veritable dam. That means trouble, and the men have to go carefully.

For nearly three years now, the men have been forbidden to climb onto wood floating in the water—too many accidents in the past. Now they use motorboats when they have to free the wood.

Even so, **three men were drowned last spring while trying to knock down a winter jetty.** No one knows the exact circumstances of the accident but presumably some of the wood broke up under the water and overturned their boat.

We also met M. Poulin, once from the Beauce Valley, who now guards the Lake Savary lock, and who has driven on all the rivers in the Beauce and the Gaspé. "When I began driving in the '30s, we sometimes stayed in the forests for more than three months. We began at four in the morning and quit at eight at night. We had beans four times a day with biscuits and molasses. In the evenings, we cut wood to warm up. We slept under a tent and covered ourselves with spruce branches.

All that for \$1.75 a day. In those days men were hired according to the size of their wrists. The bigger their wrists the better their chances of being taken on. You go by water, or you go home; that was the order of the day."

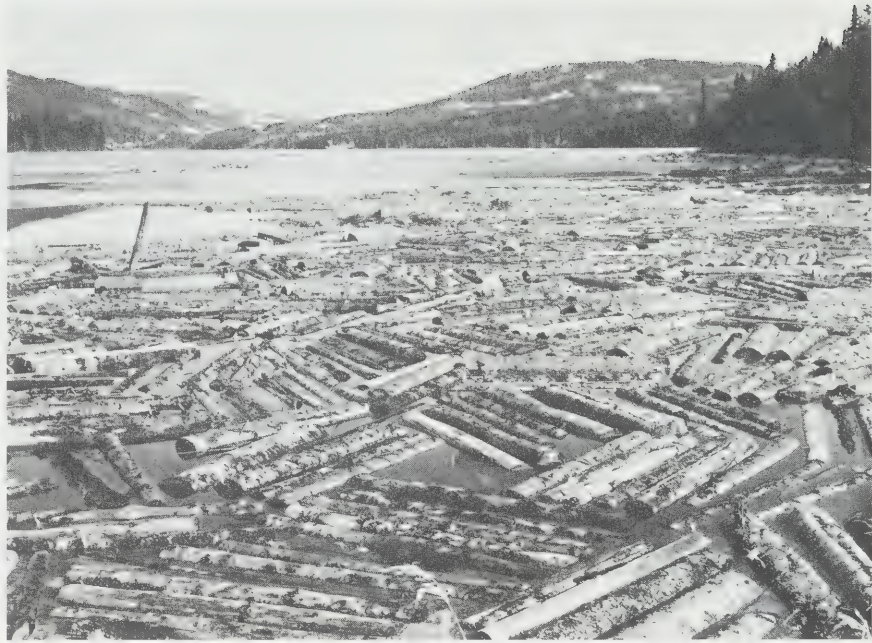
Even though moving wood down the waterway may seem simple, it requires care and watchfulness at every moment. That's why six locks have been built all along the watercourse. The wood may be stopped at the locks or allowed to go through, helped along by the water, the wind or the rain—three important influences on how fast the logs get to the mill.

There's no telling how long it will take to bring the logs from the



head of the river down to Donnacona. "If all the elements are in our favor, the wood will get there in a week," Jean-Pierre Sansfaçon, Drive Foreman, told us. "Otherwise, it could be a month." The men have to help nature along when it refuses to co-operate! If the lake is too wide, they make a path with the help of logs attached to each other, or close them in with a boom and haul them by truck from the head of the lake to the lock. The lock keeper must be constantly on the watch as the wood goes through. Otherwise the wood will pile up and he'll have to break up the logs with his pole. In addition, whirlpools may form on each side of the lock, digging under it and lifting it up. When that happens, the lock keeper has to toss in sandbags or old mattresses, or the dam will break.

Despite all precautions, some three per cent of the wood is lost. Some of it sinks to the bottom and is never found again. In summer '72, six to seven thousand tons of wood was driven down the Savary, a tributary of the Jacques Cartier River. Every four years the men clean up the banks. The cost of the drive, from the starting point down to the mill, is upwards of a dollar a cord.



In a year or two, the drive will be over on all the rivers. There are several reasons for the decision to end it. First, in order to meet the growing demand, the mills have to have a quicker way of getting their wood, and trucking speeds up the process. Secondly, bark and other waste from the logs pollute the rivers. Finally, trucking is cheaper.

The present drivers will have to turn to other work in the forest industry, and we have no doubt they will be among the most skillful and most valiant.

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PRODUCTIVITY, COSTS AND PRICES: THE LONG AND SHORT OF IT

BY ALLAN A. PORTER

What there is to say about the behaviour of the productivity of labour, of unit costs of production (labour costs and non-labour costs), of prices, and about the relation of each to the other depends, in part, on the time period under consideration. It depends as well on the industries examined, the stages of the production process taken into account, whether the total labour force is covered or only so-called direct or production labour. But a principal element is the time factor, whether long-term trends are studied or attention is confined to recent, short-term developments.

All of these and other factors are considered in a recent study, **Productivity, Costs and Prices**, published by the Canada Department of Labour, which covers the experience of 22 selected manu-

facturing industries and of all manufacturing for the years 1949 to 1968, inclusive. (The book, catalogue number L41-1173, is available at \$3.75 a copy from Information Canada.) Since completion of the book, data for 1969 and 1970 have become available and supplementary tables have been prepared, bringing up to date some of the principal statistical series presented in the report. The book provides, in its 366 pages, detailed information and analysis. This article gives a capsule description of the essential concepts used in the study and summarizes some of the chief findings.

"The productivity of labour has an important influence on the demand for labour and, according to theory, the wages to be paid to labour. Changes in such productivity, divided by changes in wages,



Allan A. Porter

determine change in unit labour cost of production, an important component of change in product prices. Therefore, anyone who wants to examine the processes by which wages or prices are set should have information on labour productivity. Since collective bargaining is so often the social mechanism whereby wages are set, observers of industrial relations also need such information.

"While the levels of and changes in wages and prices are certainly influenced by general economic conditions, the fact is that each individual wage rate and each price for a product or service is set by a firm or group of firms and, in the case of wages covered by collective bargaining, employers and unions. Therefore, the economic conditions peculiar to the particular price- or wage-fixing unit are of great importance; they include labour productivity and unit costs of production."

These opening paragraphs of the book explain why the study was undertaken. Credit must go to Statistics Canada as not only the source of the data on which all studies of Canadian productivity, costs and prices are based, but as one of the principal producers of studies as well. Therefore, this study is intended to add to the stock of much-needed information in this field. To be more specific, the report offers at least partial answers to questions about trends in:

- productivity of labour
- wages paid to labour
- unit labour cost of production
- unit residual (i.e., nonlabour) cost
- the relation of unit labour and unit residual cost to price movements
- labour's share of income from production.

However, there are many things that the study does not do, as this quotation points out: "It does not explain why labour productivity has been increasing or decreasing or why it is changing at the rate indicated; it cannot reveal how much of the change in unit residual cost can be attributed to a change in price of residual input and how much to a change in residual productivity; it does not indicate why price has moved up (or held steady or declined), be it in response to increased demand or rising costs."

It is important to stress the last point. Whether and when inflation is a result primarily of cost-push or of demand-pull is an important question to which policy-makers, employers and union leaders would like an answer; but this study does not provide it. That having been said, it is important to add that the essence of the study is its examination of the cost components of price change at the level of the manufacturing establishment. **This analysis makes it possible to compare the changes in unit labour and unit residual cost relative to price change.**

The study measures the change from year to year in the amount of output produced by a worker and, as with all other data prepared for the study, presents index numbers for each industry, from 1949 to 1968 with 1949 the base year. Based on these index numbers, trend rates of change were computed (using the ordinary least squares technique) for the full 1949-1968 and the more recent 1961-1968 periods. They indicate the average rate of change per

year in labour productivity, or whatever is measured. Supplementary tables, adding data for 1969 and 1970 and trend rates for the 1961-1970 period, have been computed. Obviously, measuring productivity change is more complex than is implied in the simple definition offered above, which, however, must suffice for this article; the subject is discussed in detail in Chapter Two of the book.

Unit labour cost is, in simple terms, what is paid for the labour time required to produce a unit of output. As with all other measures in the report, changes from year to year, not absolute levels of unit labour cost, are measured. If ten hours of labour time were required to produce a certain product, and if labour were paid \$4.00 an hour, the absolute labour cost would be \$40.00; if a year later, only eight hours were required, labour productivity would have increased 25 per cent (there would be a 20-per-cent reduction in the amount of time required to produce one unit, but in the same ten hours, 1.25 units could now be produced). If hourly wages had not changed, then unit labour cost would have decreased by 20 per cent (it would now cost \$32.00 of labour time rather than \$40.00 to produce one unit, which is 20 per cent less). If wages had risen from \$4.00 to \$5.00 an hour, a rise of 25 per cent, unit labour cost would have been unchanged (a rise of 25 per cent in labour productivity being matched by an equal rise in the cost of labour), and a rise of 30 per cent in hourly wages would mean an increase of 4 per cent in unit labour cost. (This can be obtained by dividing the index of wages, 130.0, by the index of labour productivity, 125.0, with 104.0 as the result.)

Whether we are looking at the total labour force (production workers, clerical, supervisory, managerial and technical employees, etc.) or only at production or direct labour, it makes no difference to how productivity change is measured. If labour productivity is measured in terms of output per man-hour, then the measure of labour input is man-hours and if it is output per worker, the input is number of workers employed. But this difference is not relevant to measuring change in unit labour cost, which is done by dividing change in total payroll by change in total output.

Because this study goes back to 1949 and data on man-hours are not available for years preceding 1961, labour productivity is measured in terms of output per worker, not per man-hour.

In an industrial society, rarely, if ever, does anyone do all the work himself in producing something of economic value. In pioneer days, a man might cut down a tree, saw the wood into the necessary sizes, and make a table or chair. Even then he would probably have purchased the nails and the tools he needed from someone else, not unless he were trying to be as independent as Robinson Crusoe (who, after all, had no choice.) However, we can say that he made the table almost entirely on his own.

Today, most people buy their tables from a furniture store. Before the table reached the store, its manufacture went through many stages, each carried out by separate organizations, each stage carrying the operation closer to the

final one, putting the table in the store for sale. Obviously, the first stage occurs in the forest where the tree is cut down, then the cutting of the tree into lumber in the sawmill, shipping the lumber to the furniture factory where it is further cut, shaped, assembled as a table, painted, and shipped to the retailer. (Some steps may have been omitted from even this straightforward operation; in most manufacturing operations, the manufacture of an automobile, for example, the number and complexity of stages is obviously much greater.)

Needless to say, a table is of no value as a table until it is, in fact, a table. (The reason for making such an apparently fatuous statement is clear in the rest of this paragraph.) But, in our age, unlike that of the pioneer who made his table entirely on his own, the table becomes a table through the various stages described above; at each stage, additional utility or value is created. **The tree in the forest is essential to the manufacture of a wooden table, but as a tree, it is useless as a table. The cutting down of the tree is the first step, and some value is created by that action; cutting the tree into lumber creates additional value; and so on. Each step in the process creates additional or added value; the additional value created by each step is called "value added."**

Measuring productivity in a manufacturing establishment means measuring the amount of value, or value added, created in the establishment. To continue with our example of the table, the action of cutting down the tree is not regarded as a manufacturing operation; this activity is assigned to

the logging industry. The conversion of the logs into lumber is a manufacturing operation and is assigned to the industry group that includes sawmills, while the final stages of manufacturing the table from the lumber are carried out in an establishment manufacturing household furniture. If we want to measure productivity in the household furniture manufacturing industry, we are concerned only with the value added in that industry and must exclude from our calculations the value added in the earlier stages.

In a manufacturing operation, raw materials are brought into the establishment from outside, in our example, lumber, nails, screws, paint and other materials. These materials are processed into tables, chairs and other articles by the workers in the plant, using tools and equipment provided. Each establishment (which is what statisticians and economists usually call a plant or factory) has a labour force (comprising all workers from top plant management down to the lowest paid labourers) and a stock of capital equipment (tools, machinery, other equipment and the building itself). It is the application of the labour and capital to the raw materials, making them into useful articles, that creates value added.

And here we come to a rather subtle but very important distinction that is essential to this study. Value added has a "real" as well as a monetary aspect. Raw lumber has no utility or "real" value in itself (for the sake of argument, let's ignore possible uses of raw lumber as such), except as the essential component of wooden furniture, etc. Making a table out of the lumber creates something useful, something having utility (to use

the economists' term); this final manufacturing operation has added further utility to the potential utility of the raw lumber, and this is real or (if you like) physical value added. A table has been made and, aside from whatever money value it has, it has real, nonmonetary value as well.

Value added in money terms is calculated by Statistics Canada as follows: a gross value of output or shipments is computed as they leave the establishment; this measure of gross value incorporates the cost of raw materials, fuel and energy brought into the plant plus the additional value created by the use of labour and capital in the plant; when the cost of the raw materials, fuel and energy is deducted from the gross value, what remains is value added, in money terms. (This description of the Statistics Canada computation is a simplified one; it is set forth more fully in Chapter Four of the book.)

Now, value added, in money terms, may change over a period of time more or less than value added in real, or nonmonetary terms. To continue with our simplified example, if all a particular establishment produces is a standardized kind of table that does not change in design or specifications (this is, of course, a very simplified case), a workable measure of change in real value added is change in the number of tables produced. Over five years, the output of tables may increase 25 per cent, but over the same period, money value added may increase 50 per cent; the index of output (or "real" value added) is 125 (the value in the base year, or year of origin is always 100) and the index of value added is 150.

Thus there has been an increase of 20 per cent in value added per unit of output ($150 \div 125 = 1.20$), which means that the money expression of value added has increased 20 per cent for each unit of output (or of "real" value added.)

Money value added per unit of real output is a kind of price and is in fact called "implicit, value-added price." The fact is that no one ever pays such a price, which is why it is called implicit, but it is an essential notion in analysing the relations between productivity, costs and prices in manufacturing. Retail and wholesale prices incorporate costs and profit elements that do not arise out of the manufacturing part of the operation; the wholesale price, for example, includes costs of raw materials that cannot be included in value added. Implicit, value-added price is that part of the price that can be attributed to the establishment.

It has been explained that the establishment is the building, machinery, equipment, etc. (the capital) plus the labour employed there. The labour and capital together create value added and the money equivalent of that value added is paid to the labour and for the capital employed. To be more precise, money value added is made up of payroll for the labour employed plus payments for the use of the various forms of capital, such kinds of payment including rental charges, depreciation charges, interest on debt, etc., plus that part of the firm's profit that can be attributed to the particular establishment.

Data are published by Statistics Canada on value added and on payroll (given separately for production labour and also as total wages and salaries for total labour), but figures are not provided for the nonlabour component of value added. An aggregate figure can be obtained, however, by subtracting payroll from value added, the result described in our book as the residual, a term, please note, used for this study and not by Statistics Canada.

Just as change in labour productivity (output per worker) is computed by dividing change in output by change in employment, and change in unit labour cost (payroll per unit of output) is obtained from dividing change in labour payments (payroll) by change in output, so change in unit residual cost is obtained from dividing change in the residual (described just above) by change in output.

Since the productive activities of the establishment (that is, the creation of value added) are entirely those of the labour and the capital employed in the establishment, change in value added per unit of output, that is, in implicit, value-added price, is the sum of changes in labour and residual (or capital) payments per unit of output, that is, of unit labour and unit residual cost. Since we are discussing changes as measured by index numbers or trend rates of change, when these are added together to give us change in implicit, value-added price, each must be "weighted" in accord with its share of value added. In other words, change in implicit, value-added price is the weighted sum of the measures of change in unit labour and unit residual cost.

In our earlier example, it was said that implicit, value-added price increased over five years by 20 per cent, being expressed in index number form as 120. Assuming that labour costs are 60 per cent of value added and residual costs, 40 per cent, the composition of implicit price change would be as follows:

$$(115.0 \times .60) + (127.5 \times .40) = 120.0,$$

meaning that unit labour cost increased 15.0 per cent and accounted for 60 per cent of total cost increase (relative to value added) and unit residual cost increased 27.5 per cent and accounted for 40 per cent of the total. The net effect of the combined changes is a 20-per-cent increase. If, instead of considering total change over a number of years, as expressed by index numbers, we are interested in the annual trend rate of change over the same time period, it might look like this:

$$(3.0 \times .60) + (4.25 \times .40) = 3.5,$$

meaning that unit labour cost increased at an annual rate of 3.0 per cent and unit residual cost at 4.25 per cent, the two combined proportionately to give an annual rate of 3.5 per cent for implicit, value-added price.

In this example, unit labour cost is increasing less than unit residual cost but has a greater weight (that is, higher percentage of value added.) Of course, it is only an example. The fact is that among the industries studied there was great variation in rates of change and in weights. **It is important to emphasize that although an equation like the one in the example shows how the cost components of implicit, value-added price compare, it does not purport to indicate the responsibility of each component, or degree of "blame" to be attached to each, for rising prices.**

This lengthy explanation of concepts and methods of measurement was unavoidable and had to precede presentation of the research findings. Even so, it has been necessary to simplify in order to be as brief and non-technical as possible. Of course, simplification can create misconceptions, and the reader is urged to read the fuller exposition in the book.

The study presents much more information than can be mentioned here and some measures are not mentioned at all in this summary. Because data are available for 1969 and 1970, at least with respect to the principal measures, which are available in supplementary tables along with the book, this summary takes them into account.

The use of a time period as long as 20 years (1949 to 1968) makes it possible to distinguish long-run trends from short-run movements and those that are merely deviations from the main path. Of course, long-run trends can change and what appears to be a short-term fluctuation may be the beginning of an important change in the speed and direction of change.

This study does not look at economic indicators, so that one cannot say, on the basis of the information presented, to what extent movements in productivity, costs or prices are related to general business conditions. However, it is well known that there is a connection. Therefore, while some changes follow a steady path upward (or, downward, but not often), other movements tend to follow the business cycle.

Before we look at some of the specific findings, it is well to point to the great variation in the experience of the industries examined. For every industry experiencing a high rate of change, one can point to another with a low rate or even a movement in the opposite direction. Although a very steady movement along a trend path (what is called, statistically, a good fit) is found in many instances, in others there is no clear trend at all.

For example, over the full 1949-1968 period, output per production worker increased at the very high annual rate of 25.6 per cent in petroleum and coal products and at as low a rate as 1.5 per cent in pulp and paper. (It was even lower, at 1.0 per cent, in motor vehicle parts and accessories, but what appears to be a break in statistical continuity in the productivity data for that industry between 1960 and 1961 means the trend rate must be viewed with some doubt.)

The greatest uniformity in behaviour among the industries studied was in the rate of increase in compensation per worker. Individual rates differed from the mean by about 18 per cent on the average. It is reasonable to infer from this that the conditions responsible for wage behaviour are much the same in all industries; at least, the conditions are more uniform than those responsible for changes in labour productivity and unit costs. The average fluctuation around the mean was 76 per cent with respect to labour productivity (i.e., output per worker), 171 per cent for unit residual cost and 346 per cent for unit labour cost (but over the 1961-1968 period, unit labour cost showed much less inter-industry variation than unit residual cost).

None of these findings are, when one thinks of it, especially surprising. Output per worker can be expected to increase rapidly in expanding industries or industries that have recently introduced new, more efficient technology, while it will probably increase more slowly in industries facing static or declining markets, or that have a lot of old plant and equipment, or that had a very high level of productivity to start with that cannot easily be improved upon. Similar explanations might be offered for the even-greater variations in unit labour and unit residual cost. The study itself does not test any of these explanations; it presents the facts about the behaviour of these measures of economic activity, leaving it to other research to explain the behaviour.

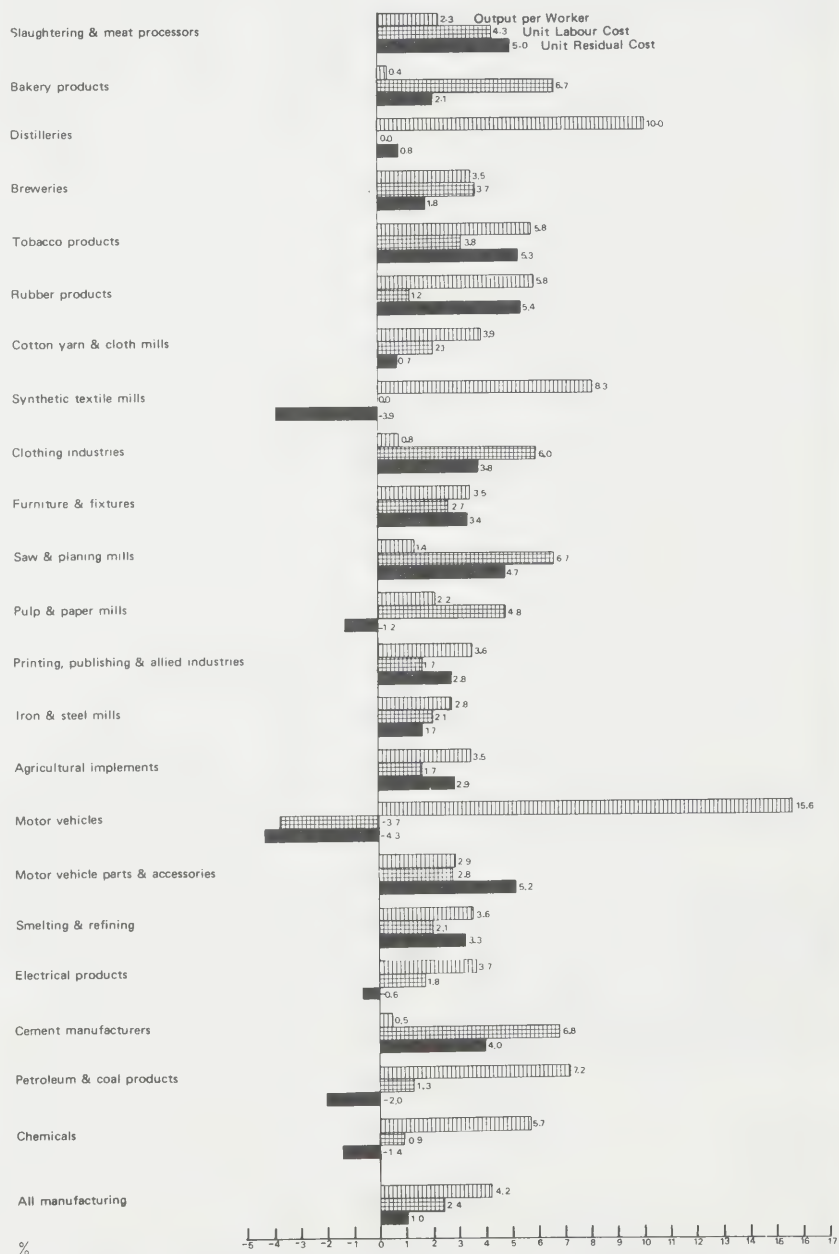
The industries covered, all of which are engaged in some form of manufacturing, are as follows: slaughtering and meat processors; bakery products; distilleries; breweries; tobacco products; rubber products; cotton yarn and cloth mills; synthetic textile mills; clothing industries; furniture and fixtures; saw and planing mills; pulp and paper mills; printing, publishing and allied industries; iron and steel mills; agricultural implements; motor vehicles; motor vehicle parts and accessories; smelting and refining; electrical products; cement manufacturers; petroleum and coal products; chemicals.

Changes in the Standard Industrial Classification and in the definition and measurement of some of the activities of the industries were introduced by Statistics Canada, affecting the data beginning chiefly in 1961. To establish continuity of all series over the full 1949-1968 period, the data were adjusted where necessary. The nature of the changes and the adjustments are described in the book.

Research covering a period beginning in 1961 or later does not require such adjustments. For this reason, measures of productivity, etc., covering this more recent period found in other studies may differ somewhat from those reported in this book. In the brief analysis that follows, discussion of

the 1949-1968 and 1961-1968 measures refers entirely to those in the book that are based on adjusted data. The supplementary measures incorporating recently available data for 1969 and 1970, however, are based on the data as published by Statistics Canada, and not adjusted.

ANNUAL RATES OF CHANGE, 1961 - 1970, OUTPUT PER WORKER, UNIT LABOUR COST, UNIT RESIDUAL COST Production Labour



The table presents annual trend rates of change for output per worker, unit labour cost and unit residual cost for three time periods: 1949-1968, 1961-1968, and 1961-1970; the chart illustrates these rates for the 1961-1970 period. Each person can make his own observations and draw his

own conclusions, but below are some of the principal findings. Many of the observations to follow are based on data presented in the book that cannot be set out in the confines of this article. However, the observations seem important enough to be offered here and they may stimulate the reader to turn to the book.

Some of the principal findings are:

1. Productivity (output per worker)

—increased more, for most of the industries studied, in the 1950s than in the 1960s, which can be inferred from the fact that for 20 of the 22 industries studied as well as for all manufacturing, the rates for the 1949-1968 period were greater than for the 1961-1968 period and, although this does not automatically mean that the 1949-1960 rates must necessarily exceed those for 1961-1968, ordinarily this is the case;

—increased slightly more for production than for total labour (the latter incorporating production labour and all forms of non-production labour as well) over the 1949-1968 period, at a rate of 5.9 per cent per annum in all manufacturing for production labour and 5.8 per cent for total labour, with higher rates registered for production labour in 14 of the 22 industries studied;

—increased slightly less for production than for total labour over 1961-1968 in all manufacturing, with an annual trend rate of 3.7 per cent for production and 3.9 per cent for total labour, but with 11 industries registering higher rates for production than for total labour, 10 industries registering lower rates and one industry showing the same rate for both.

Notes concerning these rates appear at the foot of the tables at the end of this article containing the data on which this chart is based.

Total Labour



2. Unit labour cost

—increased in most of the industries studied and in manufacturing as a whole, meaning that compensation per worker (wages and salaries) increased more than output per worker;

—increased significantly more in the 1960s than in the 1950s, as indicated by the fact that the annual rates of increase for the 1961-1968 period tended to be three to four times the rates for 1949-1968, the recent 1961-1968 rate in all manufacturing for production labour being 2.0 per cent compared with 0.5 per cent for the full 1949-1968 period, and for total labour, 1.9 per cent compared with 0.7 per cent;

—with respect to production labour, showed rates of decrease in 10 of the 22 industries for the full period and for only three industries over the 1961-1968 period, and, relative to total labour, it showed a downward rate for eight industries over the full period and for five industries over the recent period;

—because the rate of increase in compensation per worker was fairly steady over the full period studied (in all manufacturing the annual trend rate of increase for production labour was 7.2 per cent for 1949-1968 and 6.3 per cent for 1961-1968, and for total labour the rates were 7.5 per cent and 6.3 per cent), the reason for the accelerating increase in unit labour cost was the declining rate of increase in labour productivity;

—increased more, or decreased less for total than for production labour in 14 of the 22 industries over 1949-1968 and in all manufacturing at 0.7 per cent per annum compared with 0.5 per cent for production labour; but there was little difference on the average between production and total labour over the more recent period.

3. Unit residual cost

—increased more than unit labour cost, on the average, over the full 1949-1968 period but less over the more recent 1961-1968 period;

—with respect to production labour (in which the residual includes compensation to non-production labour as well as nonlabour costs), the full-period trend rate in all manufacturing was 1.3 per cent and it increased more, or decreased less, than unit production labour cost in 15 out of 21 industries (a rate could not be computed for smelting and refining for the full period); over the recent period the annual rate of increase in all manufacturing was 0.2 per cent for unit residual cost and 2.0 per cent for unit labour cost, both with respect to production labour, although among the industries studied, the number showing a greater increase or smaller decrease in unit residual cost than in unit labour cost matched those showing the opposite;

—with respect to total labour (in which all payments to labour are excluded from the measure, leaving only the nonlabour payments), the full-period rate of increase in all manufacturing was 1.2 per cent, compared with 0.7 per cent for unit labour cost, and over the recent period there was a rate of decrease of -0.1 per cent for unit residual cost, compared with an upward rate of 2.0 per cent for unit labour cost; over the full period, the rate for unit labour cost exceeded that for unit residual cost in only seven of the industries studied, but over the recent period, the number of such industries was ten (including those cases where the rate of decrease was less).

4. Non-production labour (clerical, supervisory, managerial, technical, professional)

—increased as a proportion of the labour force, meaning a decline in the proportion of production labour;

—in manufacturing the proportions changed only slightly, the relative employment of production labour dropping from 81.1 per cent in 1949 to 77.7 per cent in 1968, but among the 22 industries studied, 16 showed a trend rate of increase in the proportion of non-production workers, the change being especially notable in distilleries (annual rate of increase of 5.7 per cent), breweries (4.3 per cent), cotton yarn and cloth mills (4.5 per cent), cement manufacturers (16.9 per cent), and chemicals (6.6 per cent);

—average compensation per worker increased slightly more for nonproduction than for production labour over the full period in all manufacturing and in 13 of the industries studied, but at the same rate in all manufacturing over the recent period, with a higher rate in only nine individual industries;

—slightly greater increases in pay for nonproduction labour over the 1949-1968 period, on the average, combined with a slightly lower rate of increase in output per worker, explain the somewhat greater rate of increase in unit labour cost for total labour (including nonproduction labour) than for production labour alone; and the fact that such differences were not apparent for the 1961-1968 period explains the greater similarity in the rates of increase in unit labour cost for production and for total labour.

5. Prices

—implicit, value-added prices rose less in most instances than wholesale prices (as measured by the Statistics Canada industry selling price indexes); and since wholesale prices include costs of raw materials, fuel and energy that are not part of value added and not part of implicit, value-added price, it appears that raw material and energy costs were a greater part of rising prices of manufactured goods than costs of processing; —at the retail level, at least in the case of those industries that were studied and for which data are available, retail prices in most cases rose more between 1961 and

1968 than implicit, value-added or wholesale price (for details, see page 86 of the book and industry analyses in Chapter Ten); this may reflect rising costs or higher profits (or both) at the retail level; or higher sales taxes that affect retail price indexes but not the other indexes;

—although prices and costs may both be increasing, it does not necessarily follow that costs have pushed prices up, the other possible explanation being that general conditions of demand pulled up prices and costs; the study does not try to determine which explanation is correct.

6. Recent developments

—adding data for 1969 and 1970 produces higher annual rates of increase for 1961-1970 than those computed for 1961-1968, for output per worker and for unit labour cost, with the greater increases being in unit labour cost;

—unit residual cost continued to show more variation from one industry to another than unit labour cost or output per worker, during 1969 and 1970 as over the 1961-1968 period, exhibiting, on the average, no strong upward or downward trend, which has been the case since 1961;

—the following table indicates the changes in each series for each industry between 1968 and 1970:

CHANGES BETWEEN 1968 AND 1970

	Output per worker		Unit labour cost		Unit residual cost†	
	Prod. Labour	Total Labour	Prod. Labour	Total Labour	Prod. Labour	Total Labour
	%	%	%	%	%	%
Slaughtering and meat processors	4.9	2.5	11.1	14.7	10.1	4.2
Bakery products	- 7.4	3.8	22.8	13.1	- 1.8	- 4.0
Distilleries	17.8	15.2	6.7	6.3	- 3.3	- 4.2
Breweries	4.7	13.2	12.6	4.7	- 0.3	0.4
Tobacco products	16.3	15.6	3.3	2.1	9.0	10.6
Rubber Industries	6.1	1.0	10.7	22.4	4.0	- 7.4
Cotton yarn and cloth mills	9.1	6.8	3.2	6.2	3.2	0.9
Synthetic textile mills	12.3	11.7	2.2	2.3	- 8.2	-11.8
Clothing industries	0.5	2.0	12.3	10.4	1.4	0.4
Furniture and fixtures	2.1	2.6	11.9	11.0	10.0	10.4
Saw and planing mills	2.5	1.0	13.4	15.2	-36.6*	-47.9*
Pulp and paper mills	8.1	1.6	5.3	14.3	13.4	5.8
Printing, publishing and allied industries	4.3	8.9	8.0	4.0	3.2	3.4
Iron and steel mills	5.5	1.0	10.7	17.8	9.1	2.5
Agricultural implements	- 0.7	- 3.8	16.1	21.5	4.3	-12.8
Motor vehicles	-12.3	-10.8	25.4	29.4	15.4	5.0
Motor vehicle parts and accessories	0.3	- 1.6	9.3	13.7	8.5	3.0
Smelting and refining	4.8	1.3	8.1	12.1	5.4	- 0.1
Electrical products	4.9	6.6	8.3	9.4	3.3	- 2.8
Cement manufacturers	- 3.2	- 6.0	20.3	24.7	8.2	5.1
Petroleum and coal products	9.1	6.0	7.5	9.4	0.8	-10.3
Chemicals	8.2	8.7	7.9	- 1.6	- 6.4	- 5.7
All manufacturing	5.1	6.1	8.8	8.4	1.1	- 2.8

* These remarkable reductions result from a substantial reduction in value added between 1969 and 1970, the reasons for which cannot be deducted from the statistics.

† For definitions of unit residual cost, production labour, total labour, see notes a and b to the table on annual rates of change.

Many people try to find some group in the community they can blame for rising prices. Some say that rising wages and labour costs are the culprit, others put the finger on profits. It has been emphasized in this article and in the book **Productivity, Costs and Prices**, that one needs to have much more information and insight than can be obtained from data on cost and price behaviour even to attempt to resolve the debate. That is one thing this study does not do.

The study provides data for further research, including perhaps research into the causes of rising prices. Productivity is an important element in the demand of employers for labour, the relation of productivity changes to wage behaviour is of concern to economists, businessmen, union officials and government. The information provided from this research can be used for such purposes.

But, in addition to that, the study does tell us that over the long run (the period 1949 to 1968) and on the average for most of the industries studied, unit labour and unit residual cost moved pretty well in line with each other. If, for example, unit labour cost increased more rapidly than unit residual cost, the "labour share" (i.e., proportion of value added accounted for by wages and salaries) would automatically have increased. The study examines the labour and residual shares in some detail and

reveals a strong long-run stability, that is, little change over 1949 to 1968 (computations including 1969 and 1970 have not yet been made).

What is revealed is evidence of cyclical behaviour. The labour share tended to decrease during the 1950s and increase in the 1960s. The more decided uptrend in unit labour as opposed to unit residual cost in recent years indicates an increase in the labour share over the same years, but if past history is any guide, this is part of a cyclical pattern and does not indicate any secular trend toward a permanently greater labour share.

Because the components of the residue (what remains when total wages and salaries are subtracted from value added) are not known, no answer is possible from this study on the behaviour of profits. They are a part of the residue but only a part. Perhaps other studies can introduce specific data on profits, capital investment and so on; in fact, the Department of Industry, Trade and Commerce has done some work of this sort.

This piece, which is essentially a summary article, can best conclude by quoting the closing paragraph of the book: "The data offered in this study ... provide a basis for some judgments, however tentative, on the relation of productivity, wages, salaries, costs and prices. This study is not an isolated one ... one purpose of this report is to complement the other research to broaden and deepen our basic knowledge in this field."

The sources of information: All the basic data used in the study, "Productivity, Costs and Prices," are from publications of Statistics Canada or, to use its former name, Dominion Bureau of Statistics, which is the name found in most of the publications that were used. The particular publications used are specified in various places in the book. Suffice it here to point to the principal sources within Statistics Canada.

The primary source of all the basic information on numbers of workers employed, total payroll (wages and salaries) and value added is the Annual Census of Manufactures. Estimates of real output are made in the National Output Division and appear in reports on estimates of real domestic product.

Other data serving supplementary parts of the study come from the Labour Division and Prices Division of Statistics Canada and from the Surveys Division, Economics and Research Branch, Labour Canada.

(Allan A. Porter, writer of this article, is also author of the book, **Productivity, Costs and Prices**, which is summarized here. Mr. Porter is Chief, Wages Research Division, Economics and Research Branch, Canada Department of Labour. Responsibility for this article and the book on which it is based is his alone, and the findings of his research are not intended to reflect official department policy. Nor is Statistics Canada, principal source of the data used in the study, responsible for the treatment of the data in this project.)

ANNUAL RATES OF CHANGE*—OUTPUT PER WORKER

	Production Labour			Total Labour		
	49-68	61-68	61-70	49-68	61-68	61-70
	%	%	%	%	%	%
Slaughtering and meat processors	5.2	2.4	2.3	5.3	2.9	2.0
Bakery products	2.2	0.8	0.4	2.3	1.4	1.8
Distilleries.....	23.0	8.2	10.1	12.8	6.7	7.3
Breweries	11.1	4.3	3.5	7.7	3.2	3.6
Tobacco products	12.4	5.2	5.8	11.4	4.6	4.3
Rubber products	7.5	5.5	5.9	8.1	4.7	3.4
Cotton yarn and cloth mills.....	9.2	2.5	3.9	8.0	2.2	3.2
Synthetic textile mills.....	10.6	4.6	8.3	10.3	4.4	7.8
Clothing industries.....	2.4	0.9	0.8	3.2	1.6	1.6
Furniture and fixtures.....	5.0	3.8	3.5	4.9	4.2	3.8
Saw and planing mills.....	7.8	2.2	1.4	9.6	3.0	1.8
Pulp and paper mills	0.8	0.9	2.2	1.1	0.8	1.5
Printing, publishing and allied industries.....	5.7	3.7	3.6	3.9	3.1	3.5
Iron and steel mills.....	6.7	2.1	2.8	5.8	2.1	2.2
Agricultural implements.....	8.7	6.2	3.5	6.7	5.4	2.7
Motor vehicles.....	11.6	16.2	15.6	11.9	17.7	17.3
Motor vehicle parts and accessories.....	1.0	2.3	2.9	0.6	2.6	3.0
Smelting and refining.....	4.6	2.6	3.6	3.3	1.8	2.4
Electrical products.....	9.3	3.5	3.7	9.0	4.4	2.6
Cement manufacturers.....	5.5	0.9	0.5	3.4	-0.2	-0.6
Petroleum and coal products.....	25.6	5.7	7.2	20.4	6.0	4.9
Chemicals.....	12.9	5.4	5.7	12.4	7.4	5.1
All manufacturing.....	5.9	3.7	4.2	5.8	3.9	4.4

*Percentage rates, computed by least squares of annual values.

ANNUAL RATES OF CHANGE*—UNIT LABOUR COST

	Production Labour			Total Labour		
	49-68	61-68	61-70	49-68	61-68	61-70
	%	%	%	%	%	%
Slaughtering and meat processors	0.9	3.0	4.3	0.8	2.5	4.7
Bakery products	3.5	4.6	6.7	3.4	3.8	4.6
Distilleries.....	-1.6	-1.1	0.0	-0.5	-0.5	0.3
Breweries	-0.8	1.3	3.7	0.2	2.6	3.5
Tobacco products.....	-1.1	1.9	3.1	-1.0	2.7	3.9
Rubber products	-0.2	0.4	1.2	-0.4	2.4	2.0
Cotton yarn and cloth mills.....	-0.9	3.2	2.1	-0.3	4.2	3.4
Synthetic textile mills.....	-2.0	1.3	0.0	-1.4	1.4	0.1
Clothing industries.....	2.2	3.5	6.0	1.4	3.7	4.6
Furniture and fixtures.....	0.9	1.6	2.7	0.9	1.1	2.3
Saw and planing mills.....	0.2	4.5	6.7	0.0	4.0	6.4
Pulp and paper mills	3.7	5.5	4.8	3.4	5.6	5.8
Printing, publishing and allied industries.....	0.8	0.8	1.7	1.9	2.0	2.3
Iron and steel mills	0.2	1.6	2.1	0.7	2.1	3.2
Agricultural implements.....	-0.3	-0.8	1.7	0.5	-0.8	2.9
Motor vehicles.....	0.0	-4.4	-3.7	0.0	-4.9	-3.8
Motor vehicle parts and accessories.....	5.1	2.4	2.8	5.9	2.2	2.8
Smelting and refining.....	1.0	2.5	2.1	2.0	3.4	3.6
Electrical products.....	-1.5	1.0	1.8	-1.1	-0.7	3.2
Cement manufacturers.....	0.9	5.0	6.8	2.7	6.1	8.6
Petroleum and coal products.....	-2.4	1.0	1.3	-1.8	0.1	2.2
Chemicals.....	-1.4	0.4	0.9	-1.1	-2.2	1.9
All manufacturing.....	0.5	2.0	2.4	0.7	1.9	2.2

*Percentage rates, computed by least squares of annual values.

ANNUAL RATES OF CHANGE*—UNIT RESIDUAL COST

	Production Labour ^a			Total Labour ^b		
	49-68	61-68	61-70	49-68	61-68	61-70
	%	%	%	%	%	%
Slaughtering and meat processors	0.0	3.9	5.0	-0.1	4.6	4.6
Bakery products	1.9	2.4	2.1	1.7	2.9	1.8
Distilleries	1.4	1.3	0.8	1.3	1.4	0.8
Breweries	1.4	1.3	1.8	1.3	0.9	1.5
Tobacco products	1.3	4.8	5.3	1.4	4.7	5.2
Rubber industries	-1.6	6.2	5.4	-1.8	5.6	4.7
Cotton yarn and cloth mills	2.1	-0.6	0.7	1.9	-2.3	-1.3
Synthetic textile mills	-0.8	-4.3	-3.9	-1.0	-5.2	-4.9
Clothing industries	1.1	5.3	3.8	2.2	5.0	5.1
Furniture and fixtures	2.2	2.6	3.4	2.7	3.9	4.6
Saw and planing mills	-0.4	6.7	4.7	-0.4	7.6	4.6
Pulp and paper mills	0.5	-1.7	-1.2	0.2	-2.6	-2.4
Printing, publishing and allied industries	2.8	2.7	2.8	2.3	2.5	2.6
Iron and steel mills	3.6	0.7	1.7	3.7	0.1	0.8
Agricultural implements	1.3	2.5	2.9	0.1	2.9	1.2
Motor vehicles	9.5	-5.3	-4.3	1.2	-5.1	-4.6
Motor vehicle parts and accessories	6.3	4.8	5.2	5.7	6.3	6.1
Smelting and refining	y	3.1	3.3	y	2.8	2.1
Electrical products	-0.3	-1.1	-0.6	-0.2	-0.1	-3.1
Cement manufacturers	5.1	2.9	4.0	4.5	2.6	3.2
Petroleum and coal products	2.2	-2.6	-2.0	2.6	-2.6	-3.3
Chemicals	0.2	-0.9	-1.3	0.5	0.0	-2.5
All manufacturing	1.3	0.2	1.0	1.2	-0.1	0.6

* Percentage rates, computed by least squares of annual values

y Because of problems with the continuity of some data for smelting and refining, it was felt inadvisable to compute a trend rate for 1949-1968 for unit residual cost.

a Unit residual cost, production labour, is based on the residual value obtained from subtracting production worker wages (but not non production worker wages and salaries) from value added.

b Unit residual cost, total labour, is based on the residual value obtained from subtracting allowances and salaries for all employees from value added.

Note: The unit residual cost measures given here are related to value added by manufacturing activity; additional measures for 1961-1968 and 1961-1970 related to value added by total activity are found in the book and the supplementary tables. The two measures of value added are discussed in the book. The somewhat different data base for the 1961-1970 measures, compared with the others, is mentioned in this article. The basic data sources, all in Statistics Canada, are indicated in a box in this article.

BOOK REVIEW

Strikes; by Richard Hyman; Fontana Books, Don Mills, Ontario; 184 pages.

Strikes is an attempt by Richard Hyman, a university professor in Britain, to analyze the sociological make-up and impact of British strikes. His study brings out several interesting points regarding industrial relations in that country. Its recent record, in terms of striker-days in relation to the size of the labour force, has been about average compared with other countries, contrary to what people often believe. Hyman quotes the Royal Commission on Trade Unions and Employers' Associations on the number of stoppages in Britain: "While this country has a comparatively large number of stoppages, they are of fairly short duration and do not usually involve very large numbers of people. The pattern in Australia and New Zealand is similar, though both have more stoppages than ourselves in proportion to the workforce. Stoppages in Canada and the USA are less frequent than ours in proportion to the workforce, and involve comparable numbers of workers, but each one lasts more than four times as long as our own."

Hyman contends that the strike-record in the United Kingdom is unusual, not in its dimensions, but in the attention that it has attracted. He postulates that media coverage of strikes has given the impression of more lost work time than is the actual case.

"Unofficial" work stoppages in Britain are also discussed, and Hyman attributes the high rate to the structure of bargaining: Shop-floor bargaining in individual workplaces is more important in setting work conditions than are industry-wide agreements that set a bare minimum for wages and conditions. Because shop-floor bargaining has proven effective in bettering the position of workers, wildcat work stoppages have been used frequently as a lever. Such disruptions, though often drawing public attention, are usually short and do not involve large numbers of workers.

The shop steward is an important person, even in wildcat work stoppages, according to Hyman. About three-quarters of managers polled in a survey viewed shop stewards as a moderating influence on more radical workers, and rather than inciting workers to strike, the managers said, shop stewards were more likely to exert a moderating influence on rebellious workers. The high proportion of wildcat stoppages was attributed to workers overruling or acting in advance of their shop steward.

The book examines the process of strikes, discussing the institutionalization and rationale of industrial strife. It concludes with a chapter on strikes and society. Hyman claims that public hostility to strikes is based on three main assumptions: that industrial conflict is outdated, unnecessary, or irrational; that strikes result directly

in economic disruption; and that strikes are evidence of excessive union power.

Hyman contends that conflict is endemic in the organization of industry in our society, and that worker deprivations provide a rational justification for striking. He also asserts that the United Kingdom, relative to other countries, is not notably strike-prone nor suffers unusually high economic damage because of strikes. To the charge that unions have grown too powerful, Hyman observes that "there has been no significant redistribution of the national income since 1900."

"What is so often forgotten is that trade unions are primarily defensive organizations. Where employers are in a position to set economic change in motion, the trade unions can normally only react to change."

Hyman ends with a call for recognition of the educative potential of workers—for workers to use the machines rather than be used by them. Workers must be given some control over the work and their working conditions. Until this is recognized, Hyman says, "workers will be confronted by the temporary nature of their victories, and will continue to react to situations rather than exercise positive control over their industrial destinies. The crucial, and necessarily open question is whether workers themselves, in the course of their sectional conflicts, will succeed in transcending the conventional definitions of their own activity and of the industrial system which underlies it, and thus raise their struggles to a new level of rationality. J.M.

PRICE INDEXES

CONSUMER, AUGUST

The consumer price index (1961=100) advanced 1.3 per cent to 153.0 in August from 151.0 in July; higher food prices were responsible for about two thirds of the increase.

Price levels for all items other than food rose 0.5 per cent in the latest month, mainly because of increases of 1.5 per cent in the transportation index and 0.5 per cent in the housing index. The health and personal care component rose 0.8 per cent and the clothing and tobacco and alcohol indexes each advanced 0.1 per cent; there was no change in that for recreation, education and reading. **In the latest 12 months the all-items index has increased 8.3 per cent.**

At 168.7, the food index was 3.2 per cent above the July level of 163.5. The cost of food consumed at home increased 3.2 per cent and that for food in restaurants, 2.7 per cent. In the 12 months to August 1973, the food index advanced 15.8 per cent with the price of food consumed at home rising 16.2 per cent and that for restaurant food 13.2 per cent.

Increased meat, poultry and egg prices at the beginning of August were major contributors to the rise in the latest month's index. All other elements except fresh produce also advanced. There was an increase of 7.9 per cent in the meat, fish and poultry index, which was 28.3 per cent above its level of a year ago. Beef prices rose 5.3 per cent in the latest month and were 26.5 per cent higher than in August 1972. Poultry prices rose

7.6 per cent from July to August and were nearly 40 per cent above their level of a year earlier. Canned salmon and tuna prices were about 6 per cent higher in the latest month. Eggs increased in price by 13.4 per cent to register their highest rise in five consecutive months of advance. The fresh fruit index levelled off in August and fresh vegetable prices, which normally decline at this time of year, averaged nearly 8 per cent lower than a month earlier but were still 37 per cent higher than in August 1972. A cereal and bakery products index rise of 1.4 per cent in the latest month was mainly because of 1.8 per cent increase in bread prices by early August, before the major impact at the retail level of higher wheat prices. The dairy products index rose 0.5 per cent as all component items, except butter, advanced in price.

The housing index rose 0.5 per cent to 153.6 in August from 152.8 in July with increases of 0.4 per cent in the shelter index and 0.7 per cent in the household operation component. The home-ownership element advanced 0.6 per cent and rents 0.2 per cent. Increased fuel oil prices in many cities were responsible for the rise in the household operation component. Although furniture prices were unchanged, other home furnishing items recording advances were floor coverings, linen and draperies and tableware. The index for household services rose 0.6 per cent following higher insurance rates on household effects and the price of household supplies advanced, on average, 0.3 per cent. Between August 1972 and August 1973, the housing index advanced 6.8 per cent.

The clothing index increased 0.1 per cent to 138.4 in August from 138.2 in July, and was 5.4 per cent higher than a year ago. Price levels of women's wear rose 0.5 per cent and children's wear 0.4 per cent, but there was a decline of 0.5 per cent for men's wear because of sale prices on some outer wear items in several cities. Footwear and piece goods prices rose, on average, 0.1 per cent and 0.2 per cent.

The transportation index increased 1.5 per cent to 138.7 in August from 136.7 in July as the result of a 3.0 per cent advance in automobile operation and maintenance costs. There were widespread increases recorded in gasoline prices that rose, on average 3.5 per cent in the latest month

and 8.5 per cent since May. The advances were most marked in Quebec and eastern Ontario. Automobile insurance rates rose 5.8 per cent as increases were registered in most cities surveyed. The public transportation component advanced 0.2 per cent mainly because of increased taxi fares in some cities.

The health and personal care index rose 0.8 per cent to 157.5 in August from 156.3 in July as a result of a 1.3 per cent rise in the personal care component. Personal care services advanced 2.5 per cent because of increases in men's haircut and women's hairdressing charges in a number of centres. Prices for toiletry items rose 0.2 per cent. Decreases in the price of some pharmaceutical products were responsible for a decline in the health care index of 0.1 per cent. In the latest 12 months, the health and personal care index advanced 5.0 per cent.

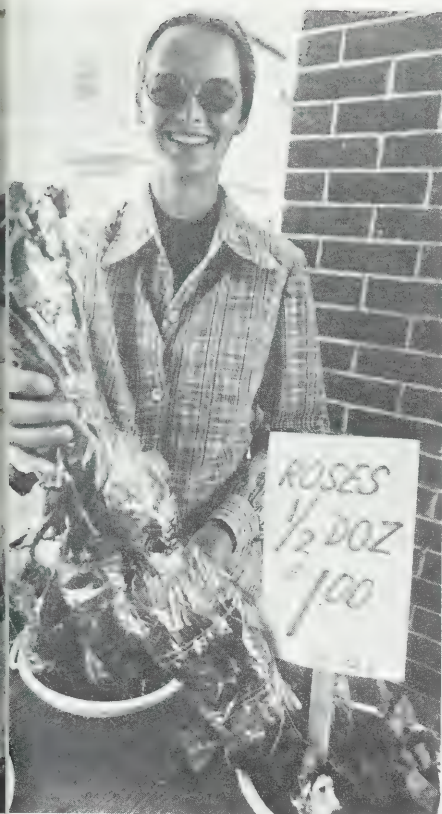
The recreation, education and reading index was unchanged from its July level of 146.9 as a decline in the recreation element was offset by an advance in the education component. Within recreation, lower prices in a number of centres for camera film (including processing) and some decline in football admission charges more than offset generally higher charges for theatre admissions. The advance in the education component was caused by increasing driving lesson fees in Vancouver. In the 12 months ending August 1973, the recreation, education and reading index rose 4.6 per cent.

The tobacco and alcohol index rose 0.1 per cent to 136.5 in August from 136.4 in July as a result of small increases in the components for tobacco products and alcoholic beverages. It was 2.7 per cent above its level of a year ago.

Consumer price movements, reclassified by goods and services, offer another view of the incidence of price change. Between July and August, the total goods index advanced 1.6 per cent, with the main impetus coming from non-durable goods which rose 2.4 per cent mainly in response to higher food, gasoline and fuel oil prices. The indexes for both durable and semi-durable goods were 0.1 per cent higher. The services index rose 0.7 per cent mainly because of increased charges for shelter, transportation and personal care services. Between August 1972 and August 1973, the total goods index advanced 10.2 per cent and that for services 6.4 per cent.

CITY CONSUMER, JULY

Between June and July, consumer price indexes rose in all regional cities and city-combinations with increases ranging from 0.5 per cent in Edmonton-Calgary to 1.1 per cent in Quebec, Montreal and Thunder Bay. Food indexes advanced in all cities reflecting increased prices for most meat, poultry, fresh produce items, eggs, bakery and cereal products, and food eaten away from home.



Housing components rose in all cities mainly because of increased tenancy and home-ownership costs and higher prices for furniture, floor coverings and linens and draperies. Increased telephone rates and higher wages for household help were also recorded in several centres. Recreation, education and reading components rose in all cities, mainly because of higher hotel and motel rates. Transportation increased in eleven cities and city-combinations in response to an increase in the train fare index and higher gasoline prices. Health and personal care components declined in eight cities reflecting lower prices for many toiletry items. The remaining indexes registered mixed movements.

Food indexes over the 12 months from July 1972 advanced from 12.9 per cent in Edmonton-Calgary to 18.2 per cent in St. John's. During this period, the greatest increases in the cost of living were recorded in Ottawa and Quebec City, 7.8 per cent.

WHOLESALE, JULY

The general wholesale price index (1935-39=100) rose 2.3 per cent in July to 375.2 from the June level of 366.8, and was 21.9 per cent higher than the July 1972 level. In the latest month, seven of the eight major group indexes increased and one declined.

The animal products group index rose 4.1 per cent on higher prices for livestock, fresh and cured meats, leather, boots and shoes, hides and skins and eggs. Increased prices for grains, milled cereal foods, vegetable oils and their products, livestock and poultry feeds, potatoes and rubber and its products, were responsible for an increase of 3.7 per cent in the vegetable products group.

There was an increase of 3.6 per cent in the non-ferrous metals group index because of a rise of 3.6 per cent for tin, silver, copper and solder. The textile products index advanced 2.1 per cent and the chemical products group, 2.0 per cent.

During the period July 1972-73, the following advances were recorded by the major group indexes: vegetable products 44.7 per cent; non-ferrous metals 26.6 per cent; animal products 20.8 per cent; textile products 19.2 per cent; wood products 17.1 per cent; iron products 10.4 per cent; non-metallic minerals 7.1 per cent; chemical products 6.2 per cent.

U.S. CONSUMER, JULY

The United States consumer price index (1967=100) rose .2 per cent to 132.7 both before and after adjustment for normal seasonal changes in some prices. This was the smallest increase for any month this year.

The now expired price freeze slowed the increase in consumer prices last month. Food prices, in particular, failed to respond completely to the freeze that, for food, ended July 18. The increase in food prices at .8 per cent, to 140.9, was much smaller than in preceding months this year.

Other percentage changes were: food .8 to 140.9; housing .2 to 134.2; transportation .2 to 124.8; health and recreation .2 to 130.3.

DECISIONS OF THE UMPIRE

CUB 3241

This is an appeal to an umpire from the decision of a board of referees prepared upon a printed form supplied by the Unemployment Insurance Commission.

The appellant set forth the grounds of his appeal as follows:

"I hereby appeal the decision of the board of referees ... on the grounds that it discriminates against the construction worker from taking an annual vacation, and further feel that it is just cause to take a vacation after ten and one half months of employment with the same contractor in a construction camp, a considerable distance from my permanent residence."

On the form, in a space provided, the claimant's union indicated that the appeal was launched at the instance of an association of workers of which the claimant is a member.

In the umpire's words, "under Sec. 95 of the Act an appeal lies to an umpire from a decision of the board of referees at the instance of (1) the Commission, (2) an association of workers of which the claimant is a member or (3) the claimant or employer of a claimant without leave if the decision of the board of referees was not unanimous, or with leave of the chairman of the board of referees in any other case.

"In this case, the decision of the board of referees was unanimous in dismissing the claimant's appeal. The claimant did not obtain leave of the chairman to launch an appeal so the appeal must be considered as having been launched at the instance of the association of workers of which the claimant was a member.

"By registered letters dated October 25, 1972 addressed (1) to the claimant (2) to the claimant's employer and (3) to the association of workers of which the claimant was a member were mailed by the Unemployment Insurance Commission, referring to the appeal

that had been launched and enclosing copies of the material forwarded to the umpire. The above addressees were advised of their right to file representations and to apply in writing for an oral hearing before the umpire.

"It is disclosed by the material before me that none of the addressees replied to the letters dated October 25, 1972 mailed to them by registered post. Evidently the claimant's employer has taken no interest in the matter and the claimant is relying on the association of workers to make representations in his behalf ...

"The failure of the union to make further representations or request an oral hearing for that purpose, although invited to do so, must be predicated upon the fact that it is content to have the matter determined upon the basis of the record forwarded to the umpire and it considered that there was nothing further it could usefully add. That is the only logical assumption that I can make. Accordingly, the matter will be determined upon the basis of the record without benefit of further representations on behalf of the claimant. It would be helpful if the person at whose instance the appeal was taken could so state by replying to the letter addressed to it rather than leave the matter to assumption, however logical and well-founded that assumption might be based upon the mere effluxion of time.

"The facts are simple and straightforward. The claimant worked as a foreman for the ... Company from December 21, 1970 until October 7, 1971.

"This Company is an international contractor. It obtains contracts to build large sized projects, usually in remote areas, the project to be completed within a tight time schedule.

"It was the policy of the Company to hire only members of associations of workers but because of the nature of the Company's contracts, should an employee request leave of absence for the purpose of taking a vacation, the request was granted on the understanding that the employee terminates his employment but that the employee can return to work if work is available. Another reason for that policy is that the work must proceed with despatch, the vacationing employee must be replaced and a room for that employee cannot be maintained vacant against his possible return in the limited camp facilities maintained by the Company.

"There is no question that the claimant was an industrious person not adverse to hard work. His home was ..., a distance of 90 miles from the job site where the claimant had worked for ten and a half months and lived in the Company's camp facilities.

"The claimant had planned a holiday to coincide with his wife's holidays. The couple planned to spend their joint holiday visiting relatives overseas. To do this, the claimant was obliged to make travel reservations well in advance of the departure date, involving a financial outlay. He did this in March 1971.

"It was the claimant's expectation and hope that the job would be finished or stopped by weather conditions before he went overseas. But the job was not completed at that time and the clement weather conditions permitted continuation of the work.

"The claimant may have expected that when he made his request for leave of absence to take his long-planned overseas holiday the employer would consent, but this did not occur. When the claimant made his request for leave of absence to take his holiday he was informed that in accordance with the policy of the Company he must terminate his employment but that he might return to work for the Company if, upon his return, there was work available ... He could forego his holiday and continue in his employment, or he could terminate his employment, take his holiday at the time it had been arranged for, and hope that upon his return work would be available with the Company.

"The claimant terminated his employment with the Company and chose the holiday. That choice was voluntarily made by the claimant. When he returned from his holiday he applied for work with the Company. Although the Company was satisfied with the claimant's past services it had engaged another foreman to replace the claimant when he left and there was no opening for the claimant. The claimant thereupon made application for unemployment insurance benefits.

"The insurance officer informed the claimant that he was disqualified under Sec. 41(1) of the Unemployment Insurance Act because he had voluntarily left his employment without just cause and therefore the benefit applied for was suspended for the first three

weeks for which the benefit would otherwise have been payable and benefits would be deemed to have been paid for such three weeks. The effect was the reduction of the claimant's potential benefit entitlement by three weeks.

"On appeal by the claimant's union to a board of referees, this decision of the insurance officer was confirmed unanimously. This is an appeal from that decision.

"The material portion of Sec. 41(1) of the Unemployment Insurance Act is as follows: 41. (1) A claimant is disqualified from receiving benefits under this Part ... if he voluntarily left his employment without just cause.

"For this disqualification to apply it must be established that the employment was left (1) voluntarily and (2) without just cause. There is no doubt that the claimant left his employment voluntarily. As I have stated before, he was presented with a choice and it was he who exercised that choice. He stated in his application for benefits that he left 'to take a holiday.' His employer stated that the claimant 'voluntarily quit.' I have had the advantage of a transcript of the hearing before the board of referees on January 18, 1972. The representative of the claimant stated 'I think the voluntary aspect of it is quite true, in this case the employee did leave voluntarily ...'

"The sole issue for determination is whether the claimant left his employment 'without just cause' within the meaning of those words as used in Sec. 41(1) of the Act. The 'reason' that motivated the claimant's choice is obvious. He had arranged for a holiday with his wife, he wanted to take it and he therefore took it. These were circumstances which led the claimant to adopt the course he did. They were subjective motivating factors. 'Reason' is not synonymous with 'just cause.' In my view the words 'just cause' must be considered objectively and, without attempting to define the words or ascribe a specific meaning to them, must be read in the context and in the sense of something akin to a legal entitlement or conclusive moral right to do a certain act.

"As I glean from the material before me, the position taken by the representative of the claimant is simply that, since the claimant was engaged as a construction worker continuously for 10½ months with the same employer at some distance from his permanent residence, he is entitled as a matter of right to take a holiday without regard to his employer's convenience. I assume the contention to be that assuming the claimant is entitled as of right to a vacation, he is not acting 'without just cause' in taking that vacation.

"I have also observed numerous references to the legislation (presumably the Unemployment Insurance Act) being wrong in policy in that it precludes seasonal

workers from taking an annual vacation. The function of an umpire, or a board of referees, is to interpret and apply the legislation. Neither is he the forum before which to argue matters of policy.

"In support of his contention that the claimant, after working for the length of time he did, was entitled to a holiday, the representative referred to the Annual and General Holiday's Act (Chapter 11, Statutes of British Columbia 1960). The board effect of that statute is that every employer shall give to each of his employees an annual holiday of at least two weeks for every working year of his employment.

"In referring to this statute the representative of the claimant did not establish nor attempt to establish that the claimant was subject to its terms. In this he was remiss.

Section 3(2) provides: 3. (2) This Act, other than section 10A, does not apply to an employer or his employees who have entered into an agreement for the granting of an annual holiday or pay in lieu thereof, where the employees' representatives have been authorized to bargain in the employees' behalf in accordance with the Labour Relations Act, and the terms of the agreement for the granting of an annual holiday or pay in lieu thereof have been approved by the Minister.

"The Company stated it only employed union members. The claimant was a union member employed by the Company. In the application for benefit, the claim-

ant disclosed that he received vacation pay in the amount of \$805.88 for the period from October 9, 1971 to November 15, 1971. The information supplied by the Company coincides therewith. This evidence points to the conclusion that the claimant is excluded from the application of the Annual and General Holiday's Act by virtue of section 3(2) thereof.

"in the matter of a claim for benefit (CUB-1024) the umpire considered the case where the claimant voluntarily left his employment to take a holiday. He said: 'Leaving employment under such circumstances does not constitute just cause within the meaning of Sec. 43(1) of the Act. (Now Sec. 41(1)). The claimant is at liberty to take a holiday whenever he desires but he cannot expect, if he loses his employment as a consequence thereof, to collect unemployment insurance benefit without being subjected to some penalty. I must say that there is little merit in the union's appeal and I have no hesitation in maintaining the unanimous decision of the Court of Referees which is in accordance with the facts and the law.'

"The facts in the [above case] and in the present appeal are indistinguishable. I am in complete agreement with the decision of the umpire in the former appeal and his reasons therefor. I am also in complete agreement with the unanimous decision of the board of referees in the present appeal.

The appeal is dismissed."

GENERAL TOPICS

EMPLOYMENT REVIEW, AUGUST

In August there were 9.24 million employed persons compared with 9.23 million in July. Unemployment declined to 433,000 from 461,000. A year ago employment was 8.77 million and unemployment was 503,000.

The total labour force was estimated at 9.67 million in August compared with 9.69 million in July and 9.27 million in August 1972. Seasonally adjusted, employment was estimated at 8.80 million compared with 8.75 million in July and unemployment, at 514,000 advanced from 483,000 in July. This gave an adjusted unemployment rate of 5.5 per cent in August, an increase from 5.2 per cent in July.

The adjusted rate for persons age 14-24 rose to 9.7 per cent in August from 9.0 per cent in July but it was noted that seasonal patterns for young workers in August have been changing in recent years and interpretation of these figures is difficult. Regionally, the adjusted unemployment rate rose in Quebec, Ontario and the Prairies but decreased in the Atlantic area and British Columbia. In Quebec, the August rate rose to 7.4 per cent from 7.0 per cent in July; in Ontario, to 4.1 per cent from 3.7 per cent and in the Prairies, to 4.6 per cent from 3.7 per cent. The Atlantic rate declined to 8.2 per cent from 9.0 per cent and in British Columbia, to 5.6 per cent from 5.9 per cent.

The participation rate, percentage of the population counted in the work force, increased to 57.6 per cent from 57.2 per cent in July. The increase took place among persons 14-24 and women 25 and over.

NOVEMBER CREDITS

Photos. NFB: Cover, p. 721, 727, 732, 733, 738, 739, 742, 749. Jon Joosten Photographer, Ottawa: inside cover. Murray Mosher, Photo Features Ltd., Ottawa: p. 714, 726. National Health & Welfare: p. 715, 743, 744. Colin Price, Photo Features Ltd., Ottawa: p. 715. Ballard & Jarrett Photographers, Toronto: p. 716. Wallace R. Berry, Kingston: p. 717. The Public Archives of Canada: p. 718, 722, 723. Rapid Grip & Batten Ltd., Ottawa: p. 718. The Press Association Ltd., London, England: p. 720. John Ravey: p. 734. John Goddard: p. 735, 736. C.G.T.B.: p. 745, 747. Domtar: p. 746, 748. Dagmar Photography, Ottawa: p. 765.

CONCILIATION

During August the Minister of Labour appointed conciliation officers to deal with the following disputes:

Consolidated Aviation Fueling of Toronto Limited, Toronto International Airport, and International Association of Machinists and Aerospace Workers (representing a unit of fueling and fueling maintenance employees) (Conciliation Officer: K. Hulse).

Victoria Cablevision Limited, Victoria, B.C., and International Brotherhood of Electrical Workers, Local 230 (representing a unit of clerical employees) (Conciliation Officer: R. F. Langford).

British Overseas Airways Corporation, Montréal, Qué., and International Association of Machinists and Aerospace Workers (representing a unit of employees in the marketing, passenger, operations and air cargo departments) (Conciliation Officer: J. J. de Gaspé Loranger).

Canadian National Hotels Limited (Fort Garry Hotel), Winnipeg, Man., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: H. A. Fisher).

Northwest Airlines Inc., Winnipeg, Man., and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: H. A. Fisher).

Rio Algom Mines Limited (Nordic Section and Quirke Section), Elliot Lake, Ont., and United Steelworkers of America (representing a unit of office and technical workers) (Conciliation Officer: T. B. McRae).

Maple Leaf Mills Limited, St. Boniface, Man., and Canadian Food and Allied Workers, Local 534 (Conciliation Officer: H. A. Fisher).

Ogilvie Flour Mills Company Limited, Winnipeg, Man., and Canadian Food and Allied Workers, Local 230 (Conciliation Officer: H. A. Fisher).

Settlements by conciliation officers. Gorski Bulk Transport, Windsor, Ont., and Teamsters, Chauffeurs, Warehousemen and Helpers', Local No. 880 (Conciliation Officer: H. A. Fisher) (LG, Oct., 1, p. 695).

Rio Algom Mines Limited (Nordic Section and Quirke Section), Elliot Lake, Ont., and International Union of Operating Engineers, Stationary Local Union No. 796 (Conciliation Officer: T. B. McRae) (LG, Oct., p. 695).

Murray Hill Limousine Service Limited, Montréal, Qué., and Transport Drivers, Warehousemen and Helpers' Union, Local 106 (Conciliation Officer: J. J. de Gaspé Loranger) (LG, Oct., p. 695).

Peter's Cartage (Windsor) Limited, Windsor, Ont., and Teamsters, Chauffeurs, Warehousemen and Helpers', Local Union No. 880 (Conciliation Officer: H. A. Fisher) (LG, Sept., p. 621).

New Brunswick Broadcasting Company Limited (CHSJ-TV, CHSJ-Radio), Saint John, N.B., and National Association of Broadcast Employees and Technicians (Conciliation Officer: R. L. Kervin) (LG, June, p. 405).

Conciliation commissioners appointed. Atomic Energy of Canada Limited (Whiteshell Nuclear Research Establishment), Pinawa, Man., and United Steelworkers of America, Local 7806 (representing specified hourly rate employees) (Conciliation Commissioner: J. S. Gunn) (LG, Oct., p. 696).

Pacific Western Trucking Division, Edmonton, Alta., and General Teamsters, Local 362 (Conciliation Commissioner: David C. McDonald) (LG, Oct., p. 696).

Canadian National Hotels Limited (Macdonald Hotel), Edmonton, Alta., and International Union of Operating Engineers, Local 955 (Conciliation Commissioner: T. H. Miller) (LG, Oct., p. 696).

Canadian Broadcasting Corporation and the Canadian Wire Service Guild, Local 213, The American Newspaper Guild (Conciliation Commissioner: R. G. Geddes) (LG, Sept., p. 620).

Cominco Limited (Pine Point Operations), Pine Point, N.W.T., and United Steelworkers of America (Conciliation Commissioner: John C. Sherlock) (LG, Aug., p. 559).

Conciliation boards fully constituted. The Conciliation Board established to deal with a dispute

between Maritime Employers Association (acting for and on behalf of the Shipping Federation of Canada Inc.), Port of Saint John, N.B., and International Longshoremen's Association, Local 1764 (checkers) (LG, Oct., p. 696) was fully constituted with the appointment of D. Merlin Nunn of Halifax, as chairman. Mr. Nunn was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Brian Mulroney, Montréal, and union nominee George H. Newell, West Saint John, N.B.

The Conciliation Board established to deal with a dispute between Bunge of Canada Limited, Québec, Qué., and International Longshoremen's Association, Local 1739 (LG, Sept., p. 621) was fully constituted with the appointment of Pierre Dufresne of Montréal, as chairman. Mr. Dufresne was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Isidore C. Pollack, Québec City, and union nominee Louis LaBerge, Montréal.

Conciliation board reports received. Canadian National Railways and CP Limited (System) and United Transportation Union (T) (LG, Sept., p. 622). (Full text appears in Supplement No. 2, 1973.)

Atomic Energy of Canada Limited and Atomic Energy Allied Council (comprising ten various unions representing employees at the Chalk River Nuclear Laboratories and also the International Association of Machinists and Aerospace Workers, Lodge 608 representing specified hourly rate employees of the Whiteshell Nuclear Research Establishment at Pinawa, Man. (LG, Aug., p. 561). (Full text appears in Supplement No. 2, 1973.)

Railway Association of Canada and Division No. 4, Railway Employees' Department, AFL/CIO (LG, Sept., p. 622). (Full text appears in Supplement No. 2, 1973.)

Strikes following board procedure. Aqua Transportation Limited, Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (Seaman Section), Local 400 (strike commenced August 14) (LG, Oct., p. 697).

Aqua Transportation Limited, Vancouver, B.C., and Canadian Merchant Service Guild (strike commenced August 17) (LG, Oct., p. 697).

Settlement by mediator under Sec. 195. Air Canada and Canadian Air Line Employees' Association (representing employees of the Air Canada Finance Branch, Winnipeg) (settled with the mediation assistance of A. R. Gibbons and R. N. Gray) (LG, Sept., p. 621).

PUBLICATIONS IN THE LIBRARY

LIST NO. 295

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. Please indicate the publication numeral and the month listed, when requesting loans.

BUSINESS—SMALL BUSINESS

No. 1 Conference Board. Staff services in smaller companies: the view from the top, by Wilbur M. McFeely. New York, 1973, 31 p.

CHILDREN—EMPLOYMENT

No. 2. Taylor, Ronald B. Sweatshops in the sun; child labor on the farm. Foreword by Carey McWilliams. Boston, Beacon Press [1973].

CIVIL SERVICE

No. 3 Crouch, Winston. Guide for modern personnel commissions. Chicago, International Personnel Management Association [c1973] 146 p.

COLLECTIVE BARGAINING

No. 4. Great Britain. Commission on Industrial Relations. Disclosure of information. London, HMSO, 1972. 57 p.

No. 5. McKersie, Robert Bruce. Pay, productivity and collective bargaining [by] R. B. McKersie and L. C. Hunt, with assistance from Werner Sengenberger. [London] Macmillan [1973] 389 p.

No. 6. Walsh, Robert E. Sorry ... no government to-day: union vs. city hall, an anthology edited by Robert E. Walsh. Boston, Beacon Press [1969] 325 p.

CORPORATIONS

No. 7. Conference Board. Corporate directorship practices: membership and committees of the board, by Jeremy Bacon. New York, 1973. 73 p.

CRIME AND CRIMINALS

No. 8. Lipman, Mark. Stealing: how America's employees are stealing their companies blind. Edited and with an introduction by Robert Daley. New York, Harper's Magazine Press [1972] 160 p.

ECONOMIC CONDITIONS

No. 9. Canada. Department of Finance. Economic review of recent economic developments, presented by the Minister of Finance. April 1973. [Ottawa, Information Canada] 1973. 184 p. Eng. and Fr.

No. 10. Conference Board. Canadian Office. Business outlook, 1973—a mid-year reappraisal; Canadian Economic Forum, Ottawa, April 1973, a report. Ottawa, 1973. 65 p.

No. 11. Hartwick, John Martin. Urban economic growth: the Canadian case [by] John M. Hartwick [and] Ronald W. Crowley. Ottawa, Ministry of State for Urban Affairs, 1972. 402 p.

No. 12. Perlo, Victor. The unstable economy; booms and recessions in the United States since 1945. New York, International Publishers [1973] 238 p.

ECONOMIC POLICY

No. 13. Reynolds, Lloyd George, comp. Current issues of economic policy, edited by Lloyd G. Reynolds, George D. Green [and] Darrell R. Lewis. Homewood, Ill., R. D. Irwin, 1973. 543 p.

EMPLOYEES' REPRESENTATION IN MANAGEMENT

No. 14. Clarke R. C. Workers' participation in management in Britain [by] R. C. Clarke, D. J. Fatchett and B. C. Roberts. London, Heinemann Educational Books [1972] 214 p.

No. 15. Peltzer, Martin. The German Labour management relations act. London, Macdonald & Evans Ltd., 1972. 324 p.

No. 16. Wachtel, Howard Martin. Workers' management and workers' wages in Yugoslavia; the theory and practice of participatory socialism. Ithaca [N.Y.] Cornell University Press [1973] 220 p.

INCOME

No. 17. Johnson, Harry Gordon. The theory of income distribution. [1st ed.] London, Gray-Mills Pub. Ltd., [1973] 292 p.

INDUSTRIAL DISPUTES

No. 18. Canadian Manufacturers' Association. Industrial Relations Department. On strike. [Toronto, 1973] 84 p.

No. 19. Serrin, William. The company and the union. The "Civilized Relationship" of the General Motors Corporation and the United Automobile Workers. New York, Knopf, 1973. 308 p.

No. 20. Staudohar, Paul David. Public employment disputes and dispute settlement. [Honolulu] University of Hawaii, Industrial Relations Center, 1972. 146 p.

INDUSTRIAL PSYCHOLOGY

No. 21. Feldman, Maurice P. Psychology in the industrial environment. London, Butterworth, 1971. 128 p.

No. 22. Schultz, Duane Philip, ed. Psychology and industry. [New York] Macmillan [1973] 502 p.

INDUSTRIAL RELATIONS

No. 23. Clarke, Michael. Industrial relations [by] Michael Clarke [and] Patrick Tolfree. [Rev. ed.] London, Industrial Society, 1972 [1966].

No. 24. Great Britain. Central Office of Information. Reference Division. Industrial relations in Britain. London [1972] 21 p.

No. 25. Henderson, Joan. The Industrial relations act in the courts. [London, Industrial Society, 1973] 40 p.

No. 26. Industrial conflict; a comparative legal survey. Editors: Benjamin Aaron and K.W. Wedderburn. Authors: Benjamin Aaron [and others. London] Longman [1972] 396 p.

No. 27. International Institute for Labour Studies. Bulletin 9, 1972. [Geneva, 1972] 218 p. Partial contents: Industrial relations and the negotiation of change, by J. D. Reynaud. British productivity agreements, German rationalisation agreements and French employment security agreements, by Y. Delamotte. Political systems and industrial relations, by J. T. Dunlop. Centres for teaching and research in industrial relations: a comparative review, by G. G. Somers.

No. 28. Jamieson, Stuart Marshall. Industrial relations in Canada. 2d ed. Toronto, Macmillan [1973] 156 p.

No. 29. Roberts, Benjamin Charles. Reluctant militants: a study in industrial technicians [by] B. C. Roberts . . . and others. London, Heinemann Educational Books [1972] 342 p.

No. 30. Semaine de Bruges. 8^e, 1971. La crise des relations industrielles en Europe: diversité et unité; les réponses possibles [par] W. Albeda [et autres] Crisis in the industrial relations in Europe: diversity and unity: possible responses. Bruges, De Tempel, 1972. 383 p.

INDUSTRY—SOCIAL ASPECTS

No. 31. Manne, Henry Girard. The modern corporation and social responsibility [by] Henry G. Manne [and] Henry C. Wallich. Washington, American Enterprise Institute for Public Policy Research [1972] 106 p.

INFLATION

No. 32. Thirsk, Wayne. Regional dimensions of inflation and unemployment; a research report prepared for the Prices and Incomes Commission. [Ottawa, Information Canada, 1973] 155, 165 p. Eng. and Fr.

No. 33. U.S. Congress. Joint Economic Committee. Price and wage control: an interim report . . . together with minority view. Washington, GPO, 1972. 31 p.

No. 34. U.S. Cost of Living Council. Freeze and phase IV. June 18, 1973. Washington [GPO 1973] 63 p.

LABOUR ORGANIZATION

No. 35. Finley, Joseph E. The corrupt kingdom: the rise and fall of the United Mine Workers. New York, Simon and Schuster [1972] 315 p.

No. 36. Hall, Burton, comp. Autocracy and insurgency in organized labor. New Brunswick, New Jersey, Transaction Books [1972] 348 p.

LABOURING CLASSES

No. 37. Labor and management. Advisory editor: Richard B. Morris. New York, Arno Press, 1973. 508 p. Facsimiles of articles from the New York Times.

No. 38. Munby, Lionel M., comp. The Luddites, and other essays; edited by Lionel M. Munby; with an introduction by Eric J. Hobsbawm. London, Michael Katanka (Books) Ltd., 1971. 281 p.

PENSIONS

No. 39. Levin, Noel Arnold. Labor-management benefit funds. New York, Practising Law Institute, [1971] 547 p.

SOCIAL PROBLEMS

No. 40. Chambliss, William Jones, comp. Problems of industrial society. Edited by William J. Chambliss. Reading, Mass., Addison-Wesley Pub. Co. [1973] 350 p.

SOCIAL SECURITY

No. 41. Great Britain. Chancellor of the Exchequer. Proposals for a tax-credit system. Presented to Parliament by the Chancellor of the Exchequer and the Secretary of State for Social Services by command of Her Majesty, October 1972. London, HMSO, 1972. 34 p.

WAGE DIFFERENTIALS

No. 42. Malkiel, Burton Gordon. Male-female pay differentials in professional employment, by Burton G. Malkiel and Judith A. Malkiel. [Princeton, N.J.] Princeton University, Industrial Relations Section, 1972. 33 p.

WAGE POLICIES

No. 43. Galenson, Walter, ed. Incomes policy: what can we learn from Europe? Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1973. 105 p.

No. 44. An incomes policy for Britain; policy proposals and research needs. Edited by Frank Blackaby for the National Institute of Economic and Social Research and the Social Science Research Council. London, Heinemann Educational Books [1972] 250 p.

No. 45. Lerner, Abba Ptachya. Flation: not inflation of prices, no deflation of jobs; what you always wanted to know about inflation, depression, and the dollar. [New York] Quadrangle Books [1972] 184 p.

WAGES AND HOURS

No. 46. Blinder, Alan S. Who joins unions? [Princeton, N.J.] Princeton University, Industrial Relations Section, 1972. 25 p.

No. 47. International Labour Office. Industrialisation and wages in Japan. Geneva, 1973 [i.e. 1970] 45 p.

WOMEN—EMPLOYMENT

No. 48. Bureau of National Affairs, Washington, D.C. Women & minorities in management and in personnel management. Washington, 1971. 32 p.

No. 49. Conference on Women's Challenge to Management, Arden House, 1971. Corporate lib: women's challenge to management. Edited by Eli Ginzberg and Alice M. Yohalem. Baltimore, Johns Hopkins University Press [1973] 153 p.

WORKMEN'S COMPENSATION

No. 50. U.S. Congress. Senate. Committee on Labor and Public Welfare. Subcommittee on Labor. Longshoremen and harbor workers' compensation act amendments of 1972; changes made by public law 92-576, approved October 27, 1972. Washington, GPO, 1972. 81 p.

LABOUR STATISTICS

Principal Items	Date	Amount	Percentage Change from	
			Previous Month	Previous Year
(in thousands)				
TOTAL CIVILIAN LABOUR FORCE*				
Week ended August 18, 1973		9,668	— 0.2	+ 4.2
Employed	August	9,235	+ 0.1	+ 5.3
Agriculture	"	557	+ 0.2	— 2.3
Non-agriculture	"	8,678	—	+ 5.8
Paid workers	"	8,176	+ 0.2	+ 6.4
At work 35 hours or more	"	6,664	+ 7.8	+ 3.9
At work less than 35 hours	"	1,134	+ 7.1	+ 7.7
Employed but not at work	"	1,436	— 27.8	+ 10.3
Unemployed	"	433	— 6.1	— 13.9
Atlantic	"	48	— 15.8	— 7.7
Québec	"	164	— 3.0	— 12.3
Ontario	"	123	— 4.7	— 15.8
Prairie	"	51	+ 4.1	— 8.9
British Columbia	"	47	— 17.5	— 24.2
Without work and seeking work	"	414	— 6.1	— 14.1
On temporary layoff up to 30 days	"	20	—	— 4.8
INDUSTRIAL EMPLOYMENT (1961=100)†				
Manufacturing employment (1961=100)†	May	136.0	+ 2.7	+ 4.4
		129.7	+ 1.6	+ 4.1
IMMIGRATION				
Destined to the labour force	1st 6 mos. 1973	70,833	—	—
	"	37,138	—	—
STRIKES AND LOCKOUTS				
Strikes and lockouts	July	125	— 9.4	+ 13.6
No. of workers involved	"	56,424	+ 19.1	— 41.0
Duration in man days	"	546,550	— 12.4	— 51.2
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†	May	158.70	+ 0.7	+ 7.7
Average hourly earnings (mfg.)†	"	382.0	+ 0.8	+ 8.8
Average weekly hours paid†	"	39.8	+ 0.5	—
Consumer price index (1961=100)	"	148.4	+ 0.7	+ 7.3
Index numbers of weekly wages in 1961 dollars (1961=100)†	"	136.2	+ 0.2	+ 0.6
Total labour income (Millions of dollars)†	July	5,312.8	— 0.2	+ 12.4
INDUSTRIAL PRODUCTION†				
Total (average 1961=100)	July	214.8	— 0.1	+ 10.9
Manufacturing	"	211.9	+ 0.2	+ 10.3
Durables	"	245.4	+ 0.2	+ 12.1
Non-durables	"	185.4	+ 0.1	+ 8.6
NEW RESIDENTIAL CONSTRUCTION**				
Starts	July	22,417	—	+ 14.6
Completions	"	16,593	—	+ 26.0
Under construction	"	171,212	—	+ 7.4

*Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.

†Advance data.

‡Preliminary.

**Centres of 10,000 population or more.

STRIKES AND LOCKOUTS

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to 10 or more man-days. The number of workers involved includes all workers reported on strike or lockout, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

STRIKES AND LOCKOUTS, 1968-1973

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1968	559	582	223,562	5,082,732	0.32
1969	566	595	306,799	7,751,880	0.46
1970	503	542	261,706	6,539,560	0.39
1971	547	569	239,631	2,866,590	0.16
†1972	556	598	706,474	7,753,530	0.42
†1972—July	47	110	95,628	1,119,630	0.72
August	40	88	36,839	619,840	0.37
September	46	93	33,015	456,950	0.32
October	44	85	29,393	389,870	0.26
November	51	101	33,612	308,240	0.20
December	27	78	11,017	131,180	0.10
†1973—January	38	87	12,427	164,600	0.11
February	39	87	16,011	154,930	0.11
March	46	98	19,444	223,290	0.14
*April	46	107	23,185	243,680	0.16
*May	68	138	40,500	535,020	0.32
*June	52	138	47,363	623,960	0.38
*July	43	125	56,424	546,550	0.32

* Preliminary. † Revised.

STRIKES AND LOCKOUTS, JULY, 1973, BY INDUSTRY (PRELIMINARY)

Industry	Number Beginning During Month	In Effect During Month		
		Strikes and Lockouts	Workers Involved	Man-Days
Forestry	1	1	135	2,300
Mines	2	5	938	18,440
Manufacturing	19	69	26,438	356,590
Construction	5	14	4,443	42,580
Transportation and utilities	3	8	19,778	72,860
Trade	3	11	761	10,740
Finance	—	—	—	—
Service	5	12	1,925	27,380
Public administration	5	5	2,006	15,660
ALL INDUSTRIES	43	125	56,424	546,550

STRIKES AND LOCKOUTS, JULY, 1973, BY JURISDICTION (PRELIMINARY)

Jurisdiction	Number Beginning During Month	In Effect During Month		
		Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	—	3	621	13,040
Prince Edward Island	—	—	—	—
Nova Scotia	1	3	376	5,400
New Brunswick	1	1	56	60
Quebec	4	33	9,989	135,330
Ontario	24	44	18,012	198,210
Manitoba	1	7	1,217	19,560
Saskatchewan	—	2	58	460
Alberta	1	5	1,255	23,560
British Columbia	8	20	4,492	66,880
Federal	3	7	20,348	84,050
ALL JURISDICTIONS	43	125	56,424	546,550

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JULY 1973 (PRELIMINARY)

Industry	Employer	Workers Involved	Duration in Man-Days	Starting Date	Termination Date	Major Issues
	Location	Union	July	Accu- mulated		Result
Forestry						
	Elk River Timber, Campbell River, B.C.	Woodworkers Loc. 1-363 (AFL-CIO/CLC)	135	2,300	2,300	July 9 — Transportation route from town to camp—
Mines						
METAL						
	American Smelting & Refining Co., Buchans, Nfld.	Steelworkers Loc. 5457 & I.B.E.W. Loc. 674 (AFL-CIO/CLC)	570	11,970	54,720	Mar. 15 — Wages—
	Bradina Mines, Houston, B.C.	Steelworkers Loc. 271 (AFL-CIO/CLC)	125	2,630	3,880	June 18 — Not reported—
NON-METAL						
	Domtar Chemical Ltd. Sifto Salt Division Goderich, Ont.	Chemical Workers Loc. 682 (AFL-CIO/CLC)	179	3,760	8,240	May 28 — Wages, hours, fringe benefits—
Manufacturing						
FOOD & BEVERAGES						
	Dare Food (Biscuit Division) Ltd., Kitchener, Ont.	Brewery Workers Loc. 173 (AFL-CIO/CLC)	380	7,980	111,870	May 26/72 — Wages, hours—
	B.C. Distillery Co. Ltd., Thomas Adams Distillers, New Westminster and Vancouver, B.C.	Distillery Workers Loc. 69 (AFL-CIO/CLC)	190	3,990	20,040	Mar. 1 — Wages, pension plan, vacation—
	Fry-Cadbury Ltd., Montreal, Que.	Commerce Employees (CNTU)	700	2,100	35,700	Apr. 24 July 7 Wages—Not reported.
	Old Dutch Foods Ltd., Winnipeg, Man.	Food Workers Loc. 520 (AFL-CIO/CLC)	115	1,610	5,530	Mar. 15 July 23 Wages, hours, working conditions—Wage increase, reduction of hours and others.
	J. J. Joubert, Montreal, Que.	Steelworkers Loc. 14850 (AFL-CIO/CLC)	225	4,730	11,260	May 17 — Not reported—
	Pêcheurs Unis du Québec, Newport, Cte Gaspé-Sud, Qué.	Commerce Employees (CNTU)	249	5,230	12,700	May 21 — Not reported—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JULY 1973 (PRELIMINARY) (CONT.)

Industry			Duration in Man-Days		Starting Date	
Employer		Workers Involved	July	Accu- mulated	Termination Date	Major Issues
Location	Union					Result
Slack's Brothers Ltd., Waterloo, Que.	Commerce Employees (CNTU)	270	5,670	12,150	May 28 —	Wages, working conditions—
Omstead Foods Ltd., Wheatley, Ont.	Teamsters Loc. 880 (Ind.)	420	3,780	8,820	June 13 July 16	Wages, working conditions, health and welfare plan—In- crease in fringe benefits.
Labatt's Breweries of B.C. Ltd., New Westminster, B.C.	Brewery Workers Loc. 300 (AFL-CIO/CLC)	125	380	380	July 6 July 11	Interpretation of pension plan clause—Workers agreed to re- turn to work while discussions continued.
RUBBER						
Firestone Tire & Rubber, Joliette, Qué.	Rubber Workers Loc. 790 (AFL-CIO/CLC)	300	6,300	21,300	Mar. 22 —	Delayed negotiations in a new contract—
Uniroyal Ltd., Kitchener, Ont.	Rubber Workers Loc. 67 (AFL-CIO/CLC)	600	300	8,100	June 13 July 3	Wages—Wage increase, pension plan & other benefits.
TEXTILES						
Consolidated Textiles Limited, St-Hyacinthe and Joliette, Que.	Syndicat du Textile de Soie Inc. (CSD)	230	4,830	18,860	Apr. 4 —	Wages, 5-day work week—
WOOD						
MacMillan Bloedel Ltd., Red Band, B.C.	Woodworkers Loc. 1-217 (AFL-CIO/CLC)	190	3,990	53,580	June 19/72 —	Not reported—
Canadian Forest Products, Hunting-Merritt, B.C.	Woodworkers Loc. 1-427 (AFL-CIO/CLC)	200	4,200	44,000	Sep. 13/72 —	Protest against the suspension of fellow workers for alleged slowdown—
B.C. Forest Products, Youbou, B.C.	Woodworkers Loc. 180 (AFL-CIO/CLC)	520	6,240	6,240	July 16 —	Wages, revisions of duties and responsibilities—
Custom Sawmills, United Sawmill, Hearst, Ont., Lecours Lumber, Calstock, Ont.	Carpenters Loc. 2995 (AFL-CIO/CLC)	435	5,220	5,220	July 16 —	Wages, benefits—
FURNITURE & FIXTURES						
Hespeler Furniture Co. Ltd., Hespeler-Cambridge, Ont.	Woodworkers Loc. 2-345 (AFL-CIO/CLC)	123	2,580	3,010	June 26 —	Wages, fringe benefits—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JULY 1973 (PRELIMINARY) (CONT.)

Industry	Employer	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues
						Termination Date	
Location			July		Accumulated		Result
PAPER							
Associated Paper Mills, St-Laurent, Que.	Pulp and Paper Workers' Federation (CNTU)		115	2,420	5,300	May 28 —	Not reported—
Ontario-Minnesota Pulp & Paper Co. Ltd. (of Boise Cascade Co.), Fort Frances, Ont.	Machinists Lodge 771 (AFL-CIO/CLC)		803	16,630	16,630	July 3 —	Wages, hours, fringe benefits—
MacMillan Bloedel Ltd. (Alpulp Division), Port Alberni, B.C.	United Paperworkers Loc. 686 & 592 I.B.E.W. Loc. 2354 Office Employees Loc. 15 (AFL-CIO/CLC)		1,282	21,980	21,980	July 6 July 30	To press contract; wages & other (job status, etc.)— Wage increase, etc.
Ontario-Minnesota Pulp & Paper Co. Ltd., Kenora, Ont.	Int. Operating Engineers Loc. 490 Machinists Loc. 559 I.B.E.W. Loc. 940 (AFL-CIO/CLC)		720	12,240	12,240	July 9 —	Wages, hours, fringe benefits—
Weyerhaeuser Canada, Kamloops, B.C.	United Paperworkers Loc. 1122 (AFL-CIO/CLC)		400	1,430	1,430	July 20 July 24	Protest dismissal of one worker others respected picket line protest contract settlement— Not reported.
Canadian International Paper Company, La Tuque, Gatineau and Trois-Rivières, Québec.	United Paperworkers Various locals (AFL-CIO/CLC)		3,190	12,360	12,360	July 25 —	Wages, cost-of-living clause, job security, pension plans—
PRIMARY METALS							
Maritime Steel & Foundries Ltd., New Glasgow, N.S.	Steelworkers Loc. 3172 (AFL-CIO/CLC)		125	2,630	6,890	May 14 —	Renewal of overall working agreement—
METAL FABRICATING							
Locweld & Forge Products Ltd., Montreal, Que.	Steelworkers Loc. 2366 (AFL-CIO/CLC)		160	3,360	48,800	July 25/72 —	Not reported—
Canadian Bronze Co. Ltd., Winnipeg, Man.	Molders Loc. 174 (AFL-CIO/CLC)		130	2,730	5,140	June 5 —	Wages, hours—
Lennox Industries (Canada) Ltd., Etobicoke, Ont.	Steelworkers Loc. 7235 (AFL-CIO/CLC)		142	2,980	4,680	June 14 —	Wages, contract language—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JULY 1973 (PRELIMINARY) (CONT.)

Industry	Employer	Union	Workers Involved	Duration in Man-Days July	Accu- mulated	Starting Date Termination Date	Major Issues Result
MACHINERY							
	George White & Sons Co. Ltd., London, Ont.	Machinists Loc. 2029 (AFL-CIO/CLC)	115	1,610	1,610	July 12 —	Wages, cost-of-living plan, fringe benefits—
	Clark Equipment of Canada, St. Thomas, Ont.	Machinists Loc. 2183 (AFL-CIO/CLC)	350	1,050	1,050	July 27 —	Wages, cost-of-living benefits—
TRANSPORTATION EQUIPMENT							
	Marine Industrie Limitée, Tracy, Qué.	Metallurgists' Miners and Chemical Workers Federation (CNTU)	2,642	55,480	136,060	May 17 —	Wages, hours, fringe benefits—
	National Steel Car Corporation Ltd., Hamilton, Ont.	Steelworkers Loc. 7135 (AFL-CIO/CLC)	900	18,900	32,400	June 11 —	Disagreement over incentive clause in contract—
	Canadian Trailmobile, Cainsville, Ont.	Auto Workers Loc. 397 (CLC)	625	11,880	18,760	June 15 July 30	Delayed negotiations in a new contract—Wage increase, pension, vacation & many others
ELECTRICAL PRODUCTS							
	Ferranti-Packard Ltd., Weston, Ont.	U.E. Loc. 525 (CLC)	168	3,530	11,430	Apr. 25 —	Wages, hours, job security, other matters—
	Northern Electric Co. Limited, Various locations, Ont.	Various unions	3,628	32,650	232,820	May 7 July 16	Wages, cost-of-living allowances, pensions, vacation—22% wage increase over 32 month agreement, improved health and welfare plans, vacations, other improvements.
	*Northern Electric Co. Limited, Western Region, Canada.	Canadian Union of Communications Workers (Ind.)	650	12,350	31,850	May 18 July 30	Wages, hours, other benefits— Not reported.
	Northern Electric Co. Limited, Eastern Region, Canada.	Canadian Union of Communications Workers (Ind.)	480	6,720	11,520	June 16 July 23	Wages, hours, other benefits— Not reported.
	RCA of Canada Ltd., Midland, Ont.	I.U.E. Loc. 532 (AFL-CIO/CLC)	1,008	4,030	4,030	July 26 —	Wages—
NON-METALLIC MINERAL PRODUCTS							
	Asbestonos Corp., St-Lambert, Que.	Auto Workers Loc. 1469 (CLC)	176	3,700	13,730	Apr. 10 —	Not reported—
	Vibrapipe Concrete Products Ltd., Blainville, Que.	Steelworkers Loc. 50 (AFL-CIO/CLC)	150	3,150	4,650	June 17 —	Wages, job classification—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JULY 1973 (PRELIMINARY) (CONT.)

Industry	Employer	Location	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues
					July	Accu- mulated	Termination Date	
	Consumers Glass Co. Ltd., Etobicoke, Ont.		Glass and Ceramic Workers Loc. 200 (AFL-CIO/CLC)	862	18,100	18,960	June 30 —	Wages, cost-of-living bonus classifications, pensions, work- ing conditions—
CHEMICAL PRODUCTS								
	Canadian General Electric Co., Point Tupper, N.S.		Oil Workers Loc. 9-832 (AFL-CIO/CLC)	123	2,580	3,380	June 21 —	Wages—
	Electric Reduction Co. Canada Ltd., Port Maitland, Ont.		Steelworkers Loc. 6504 (AFL-CIO/CLC)	191	570	570	July 5 July 9	Wages—Wage increase.
	B.C. Cellulose Co. Ltd., Prince Rupert, B.C.		Pulp & Paper Workers of Canada (Ind.)	866	12,990	12,990	July 11 —	Protesting slowness in negotia- tions—
	Cominco Ltd., Calgary, Alta.		Chemical Workers Loc. 465 I.B.E.W. Loc. 254 (AFL-CIO/CLC)	125	1,160	1,160	July 19 —	Wages, welfare benefits, vaca- tions—
Construction								
	Winnipeg Builders Exchange (Mechanical Contractors Association), Winnipeg area, Man.		Plumbers Loc. 254 (AFL-CIO/CLC)	830	12,450	38,120	May 14 July 24	Wages, working conditions— Increase in wages & fringe benefits.
	Hamilton Association Builders Exchange, Hamilton, Ont.		Carpenters Loc. 18 (AFL-CIO/CLC)	1,000	4,000	10,000	June 22 July 9	Not reported—Not reported.
	Metro Toronto Plumbing & Heating, Metro Toronto, Ont.		Plumbers Loc. 46 (AFL-CIO/CLC)	200	1,400	1,400	July 5 July 16	Wages-demand that all prefab piping brought to construction site bear union-made stamp— Not reported.
	(Metro) Toronto Construction Assoc., Metro Toronto, Ont.		Plasterers Loc. 548 (AFL-CIO/CLC)	800	4,000	4,000	July 9 July 16	Wages, hours, fringe benefits— Not reported.
	Eight Construction Companies, Peterborough, Lindsay, Ont.		Carpenters Loc. 1450 (AFL-CIO/CLC)	124	1,860	1,860	July 11 —	Wages & other; recognition of District Council—Agreement reached.
	Federation of Pain- ting & Decorating Contractors of Ont., Counties of Peel, York, Simcoe and Muskoka.		Painters Loc. DC 46 (AFL-CIO/CLC)	1,200	14,000	14,400	July 16 —	Wages, hours—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JULY 1973 (PRELIMINARY) (CONT.)

Industry		Duration in Man-Days		Starting Date	Major Issues	
Employer		Workers Involved	July	Accu- mulated	Termination Date	Result
Location	Union					
Transportation and Utilities						
TRANSPORTATION						
*Air Canada (representing employees of the company Finance Branch), Winnipeg, Man.	Canadian Air Line Employees' Association (CLC)	400	8,400	19,200	May 23 —	Breakdown in negotiations for a new contract—
*Canadian National Steamships, Vancouver, B.C.	Three unions	103	210	310	June 29 July 2	Not reported—Not reported.
*CP Air Vancouver, B.C.	Machinists Loc. 764 (AFL-CIO/CLC)	250	250	250	July 12 July 13	Dissatisfaction over contract negotiations—Return of workers.
*CP Air-Vancouver International Airport, Vancouver, B.C.	Machinists Loc. 764 (AFL-CIO/CLC)	900	3,860	3,860	July 25 —	Wages, holidays, pension plans and reduced work week—
*CNR and CP Rail (Rotating), Canada-wide.	Association of Non-Operating Railway Unions	18,000	58,020	58,020	July 26 —	Wages, fringe benefits, job security—
Trade						
Nine independent drug stores, Vancouver, Coquitlam and New Westminster, B.C.	Retail Clerks Loc. 1518 (AFL-CIO/CLC)	110	2,310	12,210	Feb. 23 —	Negotiating the first contract—
Provigo Inc., Sept-Iles, Que.	Commerce Employees (CNTU)	220	4,620	9,400	May 22 —	Not reported—
Sobeys' Stores Ltd., (2 stores) Sydney & Sydney River, N.S.	Food Workers Loc. P-268 (AFL-CIO/CLC)	128	190	190	July 16 July 17	Walkout in sympathy of fired union President—Return of workers; case referred to arbitration.
Weston Bakeries, Kitchener, Ont.	Retail Wholesale Union Loc. 461 (AFL-CIO/CLC)	141	280	280	July 29 —	Refused agreement; wages and shorter hours—
Service						
EDUCATION						
Hamilton City Board of Education, Hamilton, Ont.	Public Employees Loc. 1344 (CLC)	300	300	300	July 31 —	Not reported—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JULY 1973 (PRELIMINARY) (CONCL'D.)

Industry			Duration in Man-Days		Starting Date		
Employer			Workers Involved	July	Accu- mulated	Termination Date	Major Issues
Location	Union						Result
HEALTH AND WELFARE							
Royal Alexandra Hospital, Edmonton, Alta.	Public Employees Loc. 41 (CLC)	1,030	20,600	35,310	June 11 July 30		Wages, hours—Wage increase, shorter hours & other.
PERSONAL SERVICES							
Côte des Neiges Cemetery, Montreal, Que.	Service Employees Union Loc. 298 (AFL-CIO/CLC)	150	150	450	July 30 —		Alleged dispute over working conditions, job classification—
MISCELLANEOUS SERVICES							
Crane Rental Assoc. of Ontario, Toronto, Ont.	International Operating Engineers Loc. 793 (AFL-CIO/CLC)	200	2,400	2,400	July 16 —		Not reported—

Public Administration

LOCAL ADMINISTRATION

Corporation of the Municipality of Maple Ridge, B.C. Maple Ridge, B.C.	Public Employees Loc. 622 (CLC)	136	140	1,570	June 15 July 4	Wages, hours—Improved bene- fits.
City of Hamilton, Hamilton, Ont.	Public Employees Loc. 5 (CLC)	800	12,800	12,800	July 10 —	Wages—
City of Hamilton, Hamilton, Ont.	Public Employees Loc. 167 (CLC)	400	400	400	July 13 July 14	Support of 30 suspended work- ers that did not cross picket lines—Return of workers.
City of Hamilton, Hamilton, Ont.	Public Employees (CLC)	600	1,200	1,200	July 30 —	Wages—

*Federal Jurisdiction

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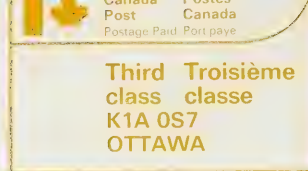
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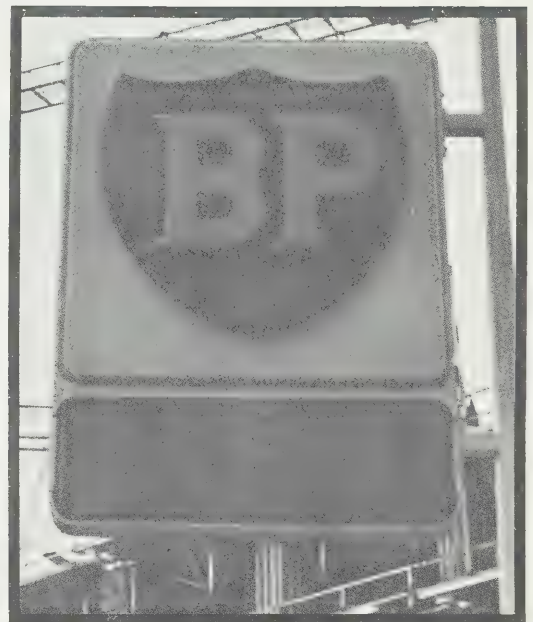
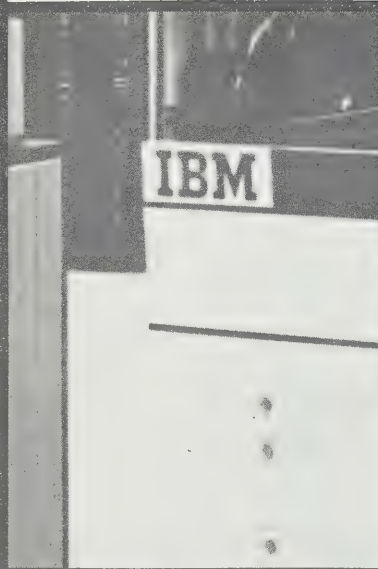
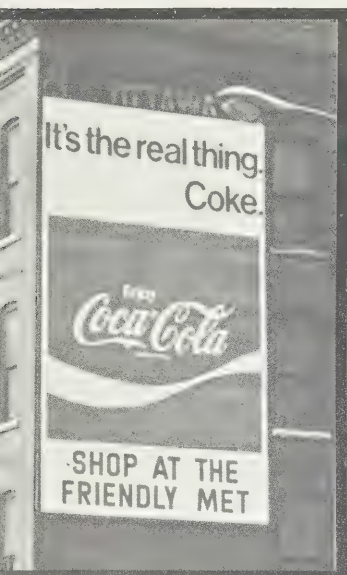
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"Multinational corporations, which are depicted in some quarters as key instruments for maximizing world welfare, are seen in others as dangerous agents of imperialism ... While their operations are often global, their interests are corporate." See: The Impact of Multinational Corporations on World Development.

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Canada Department of Labour

Vol. 73, No. 12/December 1973

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Canada

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Canada

NEWS BRIEFS

■ About 150 academic, government, business and union delegates from across Canada participated in a two-day national conference on the **compressed workweek** at the University of Alberta in July.

Two University of Alberta professors, Prof. S. M. A. Hameed, and Prof. G. S. Paul, co-organized the conference with a grant from the Canada Council. Prof. Hameed told delegates that in the coming years, **the workweek could not stay at 40 hours. "It must be reduced in line with the historical reduction in hours of work.** A four-day, 32-hour workweek is a logical and practical extension of contemporary and historical developments."

Some of the speakers expressed the belief that a shorter workweek would take a long time to become fully accepted. Ian Melzer, senior economist at the National Energy

Board, said that higher income or fringe benefits would be favoured over increases in leisure by the trade unions "because of the continuing high rates of inflation."

In service organizations, especially where a higher percentage of females are employed, the four-day workweek is popular, but it is not universally accepted, said Paul. About 30 per cent of the non-academic staff interviewed at the University of Alberta, did not consider a four-day workweek, with longer daily hours, suitable for their family and other personal needs.

Prof. Alan S. Carmel, University of Manitoba, said that under longer daily hours, the flexible time variations become valuable, and that this is particularly true for couples with children. He cited several experiments, including the one being conducted by the Government of Norway where a couple share a single job, with the husband and wife working alternate

weeks. "When this arrangement is adopted," Carmel said, "the length of the workday is of minor importance." (See p. 803).

Harry J. Waisglass, Director-General of Research for the Canada Department of Labour, believes that there is still too little information available on the successes and failures of the compressed workweek, its advantages and disadvantages, to predict how quickly it might spread in the future.

"The apparent attractiveness of the compressed workweek tends to hide the fact that it is **basically an experiment.** It is no panacea," said Waisglass. "There is still a very small percentage of Canadian workers and establishments on a work schedule that compresses 40 or more hours into less than five working days a week, which means a lengthened working day of more than eight hours. And those who have tried it, don't always like it."

Some of the unresolved questions pertaining to the compressed workweek, he said, were the effects of the longer workday on the health and well-being of workers, and on family and community life.

"The ideal arrangements, I suppose, would be those that would allow each individual to work the hours which suit him best in each day and each week," Waisglass said. "Unfortunately there are some very serious economic, financial, technical and organizational realities that still make it impossible for most employers to offer each of their employees such a completely wide range of choice in the hours they would want to work."

Modern technology has not yet made work obsolete, nor has it provided us with the opulence to eliminate poverty. "I am concerned that Canada still has some hundreds of thousands of unemployed, and that we have many more working poor, people who work steadily through most of the year, but still are unable to provide adequately for the needs of their families."

Priority problems facing unions and managers in many Canadian industries are concerned with adjustments to international trading conditions in order to maintain a competitive edge in both foreign and domestic markets.

"How effectively our industries can adjust to such conditions will determine, to a large extent, our future opportunities for choosing between more income and shorter working hours, and more important, our ability to reduce unemployment and to raise real incomes."

■ Behavioral science has for some time stressed the fact that some people work better than others at certain times of the day. Some people are early risers and bounce out of bed full of energy, ready to start the day. Others are "night people" and don't get a full head of steam until after the mid-morning coffee break. And apart from energy quotas there are people, especially working women with children, who wish their work hours could be made more flexible to accommodate personal needs such as sending children off to school with a good breakfast under their belts.

Several government departments are now permitting their employees to work during the hours they find most agreeable and convenient, with good results. **Flextime** is proving, not only to be a **convenience**, but an **efficient tool in the fight against boredom** and apathy on the job.

At External Affairs, 700 of the 1,300 personnel at headquarters are on flextime schedules. By the end of the year, all employees at External will be on flextime.

Employees are allowed to arrive for work any time between 7:00 a.m. and 9:30 a.m. by advance arrangement with their supervisors. All personnel must be on the job through the 9:30 to 3:30 peak periods. Hours worked average out at 37½ hours a week, which means in most cases a 7½ hour day, five days a week. Lunch can be anywhere between 30 minutes and a leisurely two hours. If you're an early riser, you can begin work at 7 a.m. take a half-hour for lunch and

leave the building at 3:30. If you don't get in until 9:30, however, you must work until 6. At the moment, most departments are on an honours system, but the staff relations division at External is experimenting with a machine that provides computerized readouts of time worked.

Flextime seems to be another attempt by space-age management to humanize the workplace, and according to the feedback from those who have tried it, it appears to be headed for success.

■ The shortest strike in North American auto history has ended in a **pace-setting contract for auto workers on both sides of the border**. A settlement was reached three days after the start of the strike on September 15, but it took another six days for union members to ratify it and get back into production.

In choosing Chrysler as their target, the United Auto Workers were almost assured that their demands would be fully met—the Corporation had announced record-smashing net profits of \$198.4 million for the first six months of 1973, 80 per cent above its profits for the same period in 1972.

Ironically, unlike the case in many other strikes, **more money was not the major issue**. Top priority was the issue of **voluntary overtime**. At the beginning of negotiations, Chrysler stated that it could not operate efficiently without the right to schedule and enforce

overtime work to meet production demands. A compromise was reached, however, making all Sunday work voluntary. A worker on duty for two consecutive Saturdays may have the next Saturday off, provided he is not absent from work that week. Daily overtime will be voluntary after nine hours of work.

The new contract provides **significant benefits for both Canadian and U.S. auto workers.** As well as restrictions on compulsory overtime, it provides \$700-a-month pensions; a cost of living escalator clause based on one cent for each 0.35 change in the Consumer Price Index; a dental care plan for both the worker and his family, and strong health and safety provisions.

The UAW program "30 and out" had already provided the launching pad for better early retirement pensions for many years to come. The 1970 contract had raised the monthly pension for 30 years service to \$500. This year the pension scheme established a lifetime benefit level for American members that will go to \$700 a month by 1978 for 30 years service, regardless of the employee's age. Canadian employees must be 55 years of age with 30 years of service to retire with full pension.

There will be one additional holiday during the Christmas season in 1973-74 and two additional holidays after that, resulting in a complete paid plant shutdown from the day before Christmas until the day after New Year. Starting in 1974, the Friday after Thanksgiving will be added as a paid holiday.

To assure continued progress toward providing better working conditions, the parties have agreed to a **Joint Committee on Improving the Work Environment** made up of three company and three union representatives. This committee is expected to develop new experiments and report back to the company and the union.

The three-year contract, covering some 118,000 employees, 12,000 of whom work in Canada, will terminate on September 14, 1976. Certain editorials and news releases have described it as "precedent-setting," "a breakthrough," "a pace-setter," and "a milestone."

As **The New York Times** put it: "For the first time, a major industrial union has achieved contractual guarantees aimed at improving the quality of a worker's life, rather than simply fattening his wallet."

■ **Jobs for executives, accountants, engineers and other professionals have zoomed to record levels,** according to the Technical Service Council's quarterly survey of 1,400 manufacturers, construction companies, consultants and mines. During the third quarter of 1973, the number of vacancies increased 20 per cent over the previous three months, compared with 8.7 per cent during the second quarter and 16.5 per cent during the first quarter. Experts had expected the rate of increase to level off. The Toronto-based council is an industry-sponsored personnel consulting and placement firm.

Capital expenditures by industry are up 19 per cent from 1972. This has caused a sharp increase in demand for project engineers, mechanical design engineers, process engineers, mechanical draftsmen and designers, structural draftsmen and designers and construction supervisors. Shortages of these specialists will become more severe. Several hundred additional engineers and designers will be required by the \$800 million tar sands project. Government plans for a new anti-submarine aircraft to replace the Argus could result in jobs for large numbers of electronic engineers and technicians.

During the last year, professional vacancies increased 64 per cent, the fastest rate of increase in 10 years. Shortages of young accountants, experienced plant engineers, intermediate sales engineers and maintenance engineers have intensified this year. Openings for plant engineers have almost tripled in 12 months.

Sales of cars, furniture and other consumer durables have increased about 10 per cent this year, creating openings for plant managers and foremen. A strong demand also exists for computer programmers, systems analysts, chemical sales engineers, industrial engineers, structural draftsmen and junior mechanical engineers. A steady demand exists for electronic technicians and manufacturing engineers, but industrial opportunities are limited for aeronautical engineers, ceramic engineers, tool designers, physicists, foresters, biologists, personnel trainees, technical writers and arts graduates.

The upturn in the economy has especially benefited professionals with two to 15 years experience. Employers must act more quickly on applications than they formerly did because of the shortage of experienced men. Openings for new university graduates in business administration, commerce and engineering have improved, although at a slower rate than for experienced staff. Future job prospects seem promising for both groups. Enrollment in arts and natural science faculties is so large that industry is unlikely to absorb all future graduates. Canada is graduating proportionately more engineers and scientists with Masters and Ph.D.s than is the United States. Research opportunities are more restricted here, and graduates with advanced degrees are likely to continue to have difficulty.

■ **Most Canadian provinces raised their minimum wages during the last year and have further increases scheduled for 1974.** The federal minimum wage was raised to \$1.90 in November, 1972. Provincial minimum wages are as follows:

In **British Columbia** the minimum wage was raised in December to \$2.25 from \$2.00; it will be raised again next June to \$2.50, giving this province the highest minimum wage in Canada. **New Brunswick** will raise its minimum on January 1 to \$1.75 from \$1.50 and plans three further increases until the minimum wage is \$2.30 on July 1, 1975.

Quebec raised its minimum to \$1.85 from \$1.70 and will increase it again on May 1, 1974 to \$2.00 and to \$2.15 on November 1 next year. **Saskatchewan, The Yukon and The Northwest Territories** require employees to receive \$2.00 an hour.

Ontario will raise its minimum to \$2.00 from \$1.80 on January 1 and in **Alberta** the minimum wage was raised to \$1.90 on October 1, and will become \$2.00 on July 1, 1974.

Manitoba raised its minimum wage for workers 18 and over to \$1.90 from \$1.75 on October 1, 1973. In **Nova Scotia** the minimum, now \$1.65, will be raised to \$1.80 on July 1, 1974. **Prince Edward Island** will raise its minimum wage to \$1.65 from \$1.40 for men and \$1.30 for women on January 1, 1974; it will become \$1.75 on July 1, 1974. In **Newfoundland** the minimum wage is \$1.40 an hour.

■ **The Québec Government plans to use a unique double-barrelled weapon in its fight against poverty.**

With the help of substantial increases in federal family allowances beginning in the new year, the Québec Government has developed an **innovative social assistance plan** that will intermesh family allowance payments with provincial welfare programs, thus lightening the financial burden of impoverished families.

As of January 1, family allowances will range from \$15 a month for each child under 18, to \$42. The basic monthly payment for two adults will be increased from \$206 to \$272. The basic monthly payment for a family with six children, however, will drop from \$370 to \$313, but under the new scheme, families will still receive more money than they do now—\$509 compared with \$434—because of the increase in family allowances.

The federal government's contribution is a leap from \$150 million a year to \$497 million. Québec will increase its contribution in turn from \$94 million to \$102 million annually. Total cost of the programs will jump from \$616 million to \$1.11 billion.

■ **Québec's controversial Bill 89 has been shelved:** Labour Minister Jean Cournoyer, in announcing this decision, explained that the Bill, which was introduced to avoid resorting to injunctions, is merely a work draft that will eventually assume its "proper" form. **The freeze will also allow time for the Labour and Manpower Advisory Council, composed of both employers and unions, to come up with alternative proposals.**

At the time of the Bill's preparation the atmosphere was tense: employers demanded government intervention to bring the unions to heel once and for all, and the public was exasperated by the Common Front. Although the introduction of the Bill aroused a storm of protest over its inherent repressiveness, it did influence negotiations that were then taking place and it sped the conclusion of several collective agreements. The storm was followed by a calm spell, with the presentation of briefs to the Parliamentary Labour and Manpower Commission. Employers and trade unions held different views on almost every point raised by the Bill.

The Conseil du Patronat endorsed a section forbidding strike action until both parties have agreed on essential services, and it called for picketing regulations. The Québec Teachers' Corporation (now the Centrale de l'enseignement du Québec) called Bill 89 "a scandalous fraud," and pointed out that pressuring institutions and public services was contrary to the concept of the public's "welfare," as defined by the Bill. This would mean that teachers' strikes could be outlawed on the grounds that they would be contrary to public welfare.

The main controversy revolves around the public sector's right to strike; a right that few want withdrawn but which employers want to see greatly limited. Labour relations experts point out that the Bill could upset the balance of power, because it advocates leaving the final decision in the hands of the Government, which is both legislator and employer.

At the fourth symposium of the School of Industrial Relations at the University of Montreal, Jean Boivin, professor with the Department of Industrial Relations at Laval University, emphasized that the settlement of conflicts in the public sector is often influenced by political factors. In his opinion, unions should put electoral pressure on the Government and use union lobbying to force the Government to adopt a more flexible position. His conclusion was that unions should counter the enormous power of the Government with their own political force, "which cannot rest on strikes alone."

The withdrawal of the right to strike in the public sector would not settle anything, he stated, because when workers are fed up with a situation, they stop working, regardless of whether the stoppage is legal or not.

"Rethinking is needed," he said, "on the management of the collective bargaining system and the system's effectiveness in a situation where both parties are not legally on an equal footing, as in union-State relations. If there is a solution to be found, it will probably lie in the transformation of the collective bargaining process, rather than in amendments to the Labour Code."

And now, the question stands: Will the Advisory Labour and Manpower Council try to find solutions in this direction? Meanwhile, the final drafting of the Bill awaits the presentation of yet more briefs.

■ The "spreading tentacles" of **multinational corporations** and the **threat of raiding** were topics of deep concern at the **28th international convention** of the **International Woodworkers of America**, which took place in Vancouver in September.

To move or not to move the union's headquarters from Portland, Ore. to Vancouver was the burning question that consumed the final two days of the convention. The IWA has about 115,000 members split evenly between the United States and Canada. According to some of the resolutions, the IWA is being raided by independent Canadian unions on the basis that international labour

organizations are dominated by U.S. members. Strongly urging the move was Jack Munro, Western Canada Region's incoming president, who said that moving the headquarters would strengthen the IWA against raids and enable it to enjoy continued growth.

Doug Evans of the Vancouver local, argued that the headquarters should be moved because western Canada is the fastest growing region, with the most members. The move, he said, would also stifle criticism of U.S. control. A member of the loggers' local, Bill Goodman, said that Canadian members could not see why there should be a money flow to the States; their rate of member growth did not justify it.

On the other side of the ledger, IWA president Ron Roley said that although he could empathize with the feelings of nationalism in Canada, he did not see how the resolution would benefit union members. If the headquarters were to be moved, delegates might consider locating in the southern U.S. where new plants are being built and members are facing the most difficult problems. The resolution urging the move was referred back to the IWA's constitution committee for study.

An economic report prepared by union researchers as a guide for contract negotiations stated that many corporations with which the IWA negotiates are no longer solely in the business of producing wood products, but are "gigantic conglomerates" with diverse operations. According to the report, many large corporations are able to finance their operations internally and top management is becoming even more autonomous and unresponsive. "As the few

persons who control these conglomerates of multinational power intermesh and interlock," the report stated, "they tend to form ever more impregnable, immovable bastions that can stultify necessary or desirable social changes such as those involving pollution and the environment, wages and standards of living."

Guest speaker John Lofblad, General Secretary of the International Federation of Building and Woodworkers, who came to the convention from Geneva, Switzerland, said that the need for international labour strategy is greater than ever before because big business certainly knows no international borders. Most multinational corporations, he said, are violently anti-union, and totally lacking in social conscience.

Delegates passed a resolution urging the establishment of a minimum \$400 monthly pension, earlier retirement, and a cost of living supplement for those already retired. Other resolutions urged that overtime work be voluntary, that health care plans be reviewed, and that regional councils and local unions gather all relevant financial data on the companies with which they negotiate.

Keith Johnson of Edmonton was elected by acclamation as **International President of the IWA**, the first Canadian to hold the post in more than 30 years. Another Canadian, H. Landon Ladd of Toronto, was also elected by nomination to the second most important position on the international executive board—first Vice-President.

■ **National guidelines for standards for day-care services in Canada have recently been released** by the Canadian Council on Social Development.

The guidelines outlined in "Day Care: growing, learning, caring" focus on the physical well-being of children, their social, emotional and intellectual development, as well as legislation for and administration of day-care services.

"When parents have to rely on strangers to help care for their children, as in many day-care situations, adequate safeguards and realistic standards are needed," said Reuben C. Baetz, Executive Director of the Council. He stressed that an effort was made to suggest guidelines that were general and flexible enough to be applicable across Canada but specific enough to be meaningful, and realistic enough to be practical.

"The fact that the guidelines resulted from the work of a committee with representatives from various parts of Canada and from a series of regional meetings between project workers and a sampling of people involved in day care for children reflects our conviction that such guidelines can't be developed in an ivory tower."

The committee, under the chairmanship of Laurette Chagnon, Supervisor, Family Life Education Program, Algonquin College, Ottawa, worked closely with the project director, Suzanne Veit, a social worker. Maurice Miron, a Council program director, and Howard Clifford of Health and Welfare Canada were consultants.

Supported by a \$40,155 grant from Health and Welfare Canada, the work is a follow-up to the Council's sponsorship of the first Canadian conference on day care in 1971, and a national study of day care released in 1972.

"More and more people are recognizing the growing need for good day-care services for parents who need to use them, but it's not at all certain that Canadians are prepared to pay the cost of providing them," Baetz said. "If we want day care, it's going to cost us money, and we may as well not duck that and in so doing shortchange the kids."

■ **The full co-operation and resources of the Department of Manpower and Immigration are to be utilized to help Canada's forestry industry resolve logging manpower shortages.** "Our concern rests with the reasons for high turnover and continuing shortage of forestry workers, particularly in New Brunswick, Québec and British Columbia," Manpower Minister Robert Andras announced.

In the absence of widespread manpower planning in the industry, the Department's services and programs are extensively used to cope with numerous short-term situations. It would be preferable instead to have the manpower needs of the forestry industry attended to on the basis of long-term considerations.

Recent studies, conducted in Québec and British Columbia, under the joint sponsorship of federal and provincial governments, industry and labour organizations, showed the need for more progressive industrial manpower practices and action programs to stabilize the logging work force.

The department has adopted the following position: that industry should be encouraged to take necessary action to design and implement adequate means of attracting and retaining workers to the forest industry sector; in line with rationalization being considered by the industry, it is vital that major manpower adjustments are recognized and that plans are made to provide for transitional changes; that both industry and workers make full use of the department's programs and services, particularly the Canada Manpower Consultative Service to assist individual firms or the pulp and paper industry as a whole, to assess its manpower adjustment needs; that industry be urged to work closely with the department in preparing comprehensive manpower plans that will alleviate the current logging worker shortages and turnover.

Preliminary discussions concerning a forestry manpower plan, to be initiated by the pulp and paper industry, took place in March between officials of the Canadian Pulp and Paper Association (CPPA) and the Department. An industry sponsored conference to accelerate planned action was held in October at Vancouver, and further industry-government discussions are being arranged for later this year. In 1974, the CPPA will organize a national conference on manpower planning with the full co-operation of the Department.

■ **For most workers, 65 candles on the birthday cake usually spell retirement; for Napoléon Martin of Ste. Anne de Bellevue, celebrating his 80th birthday next year, the candles will represent his first 65 years' service with the same business firm.** He is a salesman at

the D'Aoust general store, where he started work at the age of 15, in 1909, nine years after the store was established.

Little has changed in the store since those early days. It is still in the same building; it still sells farm machinery, kitchen appliances, furniture, footwear and hardware, although the grocery section has disappeared, and Martin has seen the store through all phases of its development.

"In the beginning, it was only the old people who bought," he said. "The youth did not have as much money as they have today."

Over the years, the constant evolution in the standards of living brought about changes in Mr. Martin's working conditions.

When he started working at the D'Aoust store, he was the handyman. "I started by dusting." In his first week of employment, he received 50 cents; in the second week, 75 cents; and in the third, \$1.00. That was in June. In the fall, his weekly wages reached \$3.00. Six years later, when he married, Mr. Martin was receiving \$15.00, which, he said, enabled him to make ends meet since the rent was \$6.00 a month for a four-room apartment. At the age of 22, Martin became a clerk in the hardware department, where he still works.

The hours of work were long, at first. On Mondays, Tuesdays, Wednesdays and Fridays, customers had to be served until 8:30 p.m.; on Thursday, there was a respite, with closing at 6:00 p.m.; but on Saturday, work continued till close to midnight. Sunday was truly the day of rest.

In 1915, after six years of work, Martin obtained one week of vacation, his first, when he got married; his regular vacation leave began only in 1921.

Then, in 1929, the Depression hit. His weekly wages, then \$35.00, were reduced to \$30.00. By the end of the Depression, he was earning \$25.00. But the business continued to run fairly smoothly. The advent of radios helped to maintain sales and—with radios costing \$74.00 and retailing for \$119.00—to maintain a profit.

At that time, home demonstrations were the practice and the staff of the D'Aoust store followed the custom. They used to bring chesterfields or washing machines to customers living miles away, in order to convince them to buy on the spot. Martin would sometimes return home late at night and quite often be back on the job at 6:00 a.m., to serve a few housewives who were up at dawn, but especially to be at the disposal of tradesmen who needed nails or other supplies before getting to work.

■ **Plans for a new winter works program designed to improve Saskatchewan communities and provide jobs over a seven-and-a-half-month period** were announced in September by Premier Allan Blakeney.

The program began October 15 and will continue until May 31, 1974. Further extensions of up to three months will be allowed on a project, but on such extensions the province will pay only half the regular grant.

"This program is similar in many respects to winter works programs of the past two years, but some important changes have been made in the criteria for eligibility," the Premier said. "Most of these changes result from suggestions by municipalities and community organizations who replied to a questionnaire circulated last year by the Municipal Affairs Department asking for their evaluation of past programs."

There will be stricter criteria than in the past. In some cases a resolution from the municipal council recommending a project would have to be submitted with the application for a grant. In the past, only the concurrence of council was required.

In other cases, grants will be more generous. Last year the ceiling on grants was 50 per cent of the total cost of the project. This year, the ceiling is higher. On a single project, the province will contribute as much as \$200,000 or 60 per cent of the total cost, whichever is smaller. This percentage will apply as well to projects supported by any other program, provincial or federal.

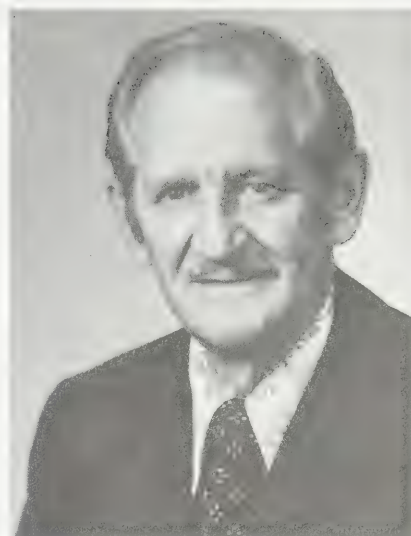
Priority will be given to projects that will create ongoing employment or provide a needed service for the elderly and other needy persons. The province will contribute up to \$100 a man-week on wages and up to \$25 a man-week toward all other costs. A bonus of \$25 a man-week of employment on other costs besides wages will be given on projects that employ persons receiving social assistance who are referred to the project by the Department of Social Services. These bonuses will be additional to the 60 per cent limit that normally applies.

The amount of funds the province contributes will be governed by economic conditions, unemployment rates and the response of municipalities.

■ **H. Ray Greene, Eastern Conference of Teamsters representative in Canada for the past 12 years, retired August 31.** He is succeeded by Gérard Forget, President of Teamsters Local Union 903 in Montreal. The 38-year-old former trucker has more than 10 years' experience as a Teamsters officer.

Born in North Sydney, N.S., Greene moved to Boston, Mass. where he spent the early years of his life. Lying about his age, he became a trucker at 17, and this career continued until the outbreak of World War II when he enlisted in the U.S. Army. While recuperating from a highway accident, he became actively involved in union activities when Local 135 in Indianapolis, Indiana hired him as an organizer-business agent. The Eastern Conference of Teamsters sent him to Montreal in May 1961 as their representative for Eastern Canada—Québec, Nova Scotia, New Brunswick and Newfoundland. At that time the Teamster membership in Eastern Canada was 4,000; it is now 18,000.

Greene can remember a time in the Teamster movement when employees had absolutely no job security and they had to strike for pennies. Holidays, vacations and job seniority were gradually introduced. When Greene started driving in 1925 there was no such thing as a normal workweek. Truckers could work as much as 90 hours a week with no overtime if the boss said so. Today, with the Labour Standards and the Safety Code, plus the conveniences of the modern trucks, truckers work in relative comfort.



H. Ray Greene



Gérard Forget

In Greene's driving days, trucks had no heaters, automatic wipers, defrosters, and often no windows. Labour agreements in those days were drawn up on one sheet of paper between the union and the boss. Today, contracts can be 50 pages long, and take months to negotiate, with lawyers and industrial relations men often called in.

Top priority for the new President is to make fresh membership inroads, particularly in the white-collar field. Only about 5 per cent of the union's current membership falls in that category.

■ **Ethel M. McLellan**, a career civil servant, **has been appointed Executive Co-ordinator of Women's Programs** in the Ontario Government, and a **Commissioner of the Civil Service Commission of Ontario**.

McLellan has also been appointed **an ex-officio member of the** recently established **provincial Status of Women Council**.

As executive co-ordinator of women's programs, McLellan will report to the Deputy Minister of



Ethel McLellan

Labour and will be responsible, on a province-wide basis, for the promotion of equal opportunities for women. Because the Ministry of Labour's mandate for the administration of non-discrimination legislation is wide-ranging, the executive co-ordinator will have access to the private sector, the professions, the government service and to those government agencies that are outside the Civil Service.

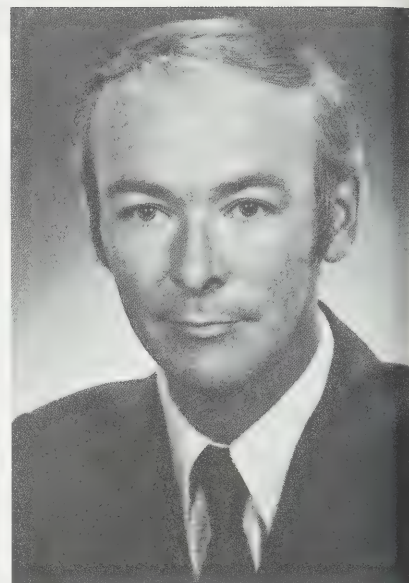
Her appointment to the Civil Service Commission will help ensure that a woman's perspective is brought to bear on the Commission's functions, and that there will be an effective link with the Status of Women Council.

In addition to her other functions, McLellan will be responsible for preparing an annual report dealing with the status of women Crown employees.

McLellan joined the Ontario Government in 1958 as director of women's activities in the Highways Safety Branch of the then Department of Transport. She was appointed secretary of the Ontario Civil Service Commission in 1962, director of the Women's Bureau in the Ministry of Labour in 1963, director of recruitment for the Civil Service Commission in 1966, and director of personnel policy (staffing) for the Commission in 1972.

■ **Robert A. Speller** has been appointed President of the Quebec Industrial Relations Institute, effective September 1, 1973. He succeeds R. D. Williams, who retired August 31, 1973.

The Institute, a non-profit organization incorporated in 1944 under provincial charter, serves as a clearing house of information and consultant to management on wage and salary levels and industrial relations practices and policies, covering both plant and office employees.



Laurence A. Kelly

■ **Laurence A. Kelly** has recently been appointed as **Assistant Director of the Industrial Relations Centre, Queen's University**. Dr. Kelly graduated from Edinburgh University (B.Comm., M.A.) receiving a Ph.D. at Queen's University in economics, specializing in labour economics and industrial relations.

With the exception of a two-year break, he has been associated with the Centre in various capacities since 1960—as research assistant, research associate and senior research associate. He is the author of a number of research publications in the labour and public affairs fields. In addition to co-ordinating the Centre's research activities, Dr. Kelly will also be assisting the Director with development of Centre programs.

INTERNATIONAL ROUNDUP

■ As The Gazette goes to press, it appears that a tentative agreement reached in late September to end the long, bitter, and sometimes bloody feud between the giant **Teamsters** union and Cesar Chavez' **United Farm Workers** has been scuttled by the Teamsters. Though the latter had agreed "in principle" to rescind most of the contracts they had signed with growers covering field workers,

Teamsters' President Frank Fitzsimmons indicated November 7 that his union would continue to honour contracts with the growers. The tentative accord gave the UFW jurisdiction over all field workers while the Teamsters retained jurisdiction in related non-field operations such as trucking, canneries and packing plants.

UFW membership had declined

from more than 45,000 early this year to less than 10,000 at the time of the agreement. In the same period, Teamster recruitment of farm workers—most of whom are poor Mexican Americans—had jumped from 20,000 to 60,000. More and more grape and lettuce growers had refused to renew UFW contracts, signing up with the Teamsters instead—to the tune of 285 contracts since November 1972.



Cesar Chavez (centre) flanked by farm workers



Farm workers clash with police

The UFW once had 85 per cent of the table grape industry and 30 per cent of the lettuce industry under contract; in September it had less than 15 per cent of the grape industry and 10 per cent of the lettuce industry.

The UFW charged that the Teamsters were wooing growers with "sweetheart" contracts and in April it launched a strike against growers who had forsaken it for the Teamsters. But apart from spending \$1.6 million that the AFL-CIO had given it on strike payments, and some 4,000 arrests of its picketers—not to mention "broken arms and noses" inflicted on its members by motor cycle gangs allegedly working for the Teamsters—the UFW had little to show for the strike. Nevertheless, many growers felt the pinch.

On August 9, the UFW and the Teamsters sat down to negotiate, but the talks were broken off a day later by the UFW because the Teamsters signed contracts, while the inter-union negotiations were taking place, with grape growers in the Delano area. Teamsters' President Frank Fitzsimmons later apologized and declared these Delano contracts void. But after two of his pickets were killed the following week, Chavez called off the strike and decided on August 17 to return to his old weapon, a national boycott, though of both grapes and lettuce this time.

Throughout the struggle, the AFL-CIO, from which the Teamsters were expelled in 1957 for corrupt labour practices, sided strongly with the UFW, and AFL-CIO President George Meany called the Teamsters' activities a "vicious" and "disgraceful" act of "union busting." Support for the Farm Workers also came from both Houses of Congress and from many national church organizations.

As a reason for entering the list against Chavez, the Teamsters cited deep discontent among UFW members with the kind of union Chavez has been running. They claimed it was more a crusade for all migrant farm workers than an ordinary union. Voiced less openly was the stronger motive that, with the field workers brought into their union, the Teamsters would have a virtual labour monopoly in the grape and lettuce industries.

The most powerful partner, however, in the conspiracy against Chavez and the UFW, appears to be the American Farm Bureau Federation, which claims to represent two million farm families. Since the beginning of the farm workers movement in California, the Farm Bureau has consistently attacked Chavez and opposed all legislation that would give adequate protection to farm workers—perhaps the most exploited workers in North America. The UFW is now asking Congress to make a complete investigation of the American Farm Bureau, including its membership, lobbying and employment practices, and its tax privileges.

■ In the aftermath of the recent gold-mine riot at Carletonville, South Africa, in which 11 black workers were killed by police, large wage increases are being planned for black miners. Because of the disturbances at Carletonville, the Anglo-American Corporation, owner of the mine, plans to give a second wage increase to black workers before the end of the year. It would be much greater, a company source said, than the average hike of 26 per cent granted in August before the violence erupted. Because Anglo-American employs nearly 60 per cent of the 370,000 blacks who work in the rich South African goldfields, the move is expected to force wages up in other mines too.

Company officials believe that the grievance that led to violence grew out of a new system of job ranking that narrowed the pay differential between black machine operators—men who man the pneumatic drills at the ore face—and other black mine workers. The former, who had come to regard themselves as an elite group, demanded new increases that would place them significantly ahead of other workers, but the company turned down their request.

The machine operators, or at least 200 to 300 of them, held a protest meeting and then attempted to stop night-shift workers from going to work. Anglo-American officials and South African police say that the black drillers also broke into the mine compound's liquor store and became intoxicated, smashed a church hall's windows in the black housing compound, killed one black worker and injured 11. After hurling tear gas and attempting a charge, the police eventually opened fire, killing 11 blacks and injuring 16 others.

In recent months, several companies in South Africa have raised the wages of their black workers, some to figures above the poverty line. "Anglo-American's mine at Carletonville is one of the better run and equipped, where more attention is paid to the needs of African employees," according to a recent report in *The Manchester Guardian*. "This underlines once again that rebellions are born out of rising hopes rather than out of despair," the paper observed. "If black South Africa is rebellious, how far can rebellion succeed?

South Africa's whole history is a caution against optimism, but then throughout South Africa's history its governments have acted with the connivance of Western investors [for example, Britain, Canada and the U.S.]. Given the withdrawal of this connivance, the prospects for African labour could now be better than at any time in the past . . . Industrial action within South Africa, abetted by sympathetic overseas employers can achieve a better distribution of wealth."

■ In spite of an unparalleled degree of prosperity for a majority of Europeans, **social problems at work and at home, and discontent among workers are on the increase**, according to the late Wilfred Jenks, Director-General of the International Labour Office.

A report entitled "Human values in social policy: an ILO agenda for Europe" will be the starting point of a search for solutions to these and other urgent European social problems by government, employer and worker delegates from 30 countries when they meet in



Wilfred Jenks

Geneva for the **Second European Regional Conference of the International Labour Organization**, January 14 to 23, 1974. The first regional conference was held in 1955

Jenks noted that real wage increases in Europe have averaged at least 40 per cent during the past decade. However, he warned: "Unless the systems and procedures for resolving conflict by rational dialogue are sufficiently flexible, and unless the partners in the dialogue are sufficiently responsive to the needs and aspirations of a modern society, there is a serious danger of a breakdown in the orderly conduct of society, or a return to discredited authoritarian methods."

In the course of his report, Jenks observed that substantial economic growth in Europe has been based largely on productivity increases. These in turn, are the result of high levels of investment in research, training and consequent scientific and technical progress; the shift of workers from agriculture to industry and services; the reduction or elimination of trade barriers; and the expansion of domestic markets.

Where the 48-hour week was normal 20 years ago, the 40-hour week is increasingly common today. There are proportionately more white-collar workers now than then. The principles of social security, equal pay for women and of worker participation in various forms have gained ground.

Despite all this, there are more signs now than there have been for many years of acute discontent among workers. The number and severity of industrial disputes has risen markedly in many countries and it is no longer unusual for these to involve white-collar workers, including government employees.

Rapid development has left problems everywhere. Education, while widening workers' horizons, has also made many bored with their jobs. The mass media have sharpened people's aspirations for a better life and have brought various sectors of society into closer contact with other life styles. Absenteeism, poor workmanship and alcoholism remain serious problems.

In sum, said Jenks, **the values, customs and institutions of European society are failing to satisfy the aspirations of a new generation of Europeans.** Changes are therefore needed in the organization of work and in the kind of education, leisure and retirement that the worker can expect. Awareness is growing that the requirements of modern man and of modern society are no longer met by the traditional period of education followed by the years of employment, followed equally rigidly by retirement. More flexible systems of education and training are required to meet rapidly changing manpower needs and growing social demands for fuller and more equal access to opportunities for training and self-development.

■ **Stress on the job not only makes a worker unhappy, but unhealthy too,** according to a Duke University project headed by James S. House. Job stress can come about from a number of factors—the nature of the job itself, the personal problems of the worker, or the mismatching of the person and his position.

The North American work ethic, with its emphasis on competitive behavior, is conducive to stress, often resulting in heart attacks and early death, the study indicates. In Japan, where there is more of a "supportive atmosphere" at work than in North America, there is a lower rate of heart disease.

But it is not only highly competitive, "active" jobs that cause stress. Persons in low key, "little-expectation" positions are subject to stress as well. Especially if they are capable of much more responsibility than the job permits. The study reveals that the incidence of cardiovascular disorders (coronary heart disease and stroke) is much higher for the work-weary man than for the employee who gets some satisfaction from his work. When a person is under severe strain, his nervous system goes into high gear, resulting in increased adrenalin, heart rate, blood pressure and digestive secretions. According to a 1957 study, the serum cholesterol level of tax accountants rises markedly as the tax return deadline approaches. The same change was noted in medical students before taking exams.

Hard driving, aggressive types have a rate of heart disease 1.4 to 6.5 times as great as their more easy-going peers, House said. A worker who is facing excessive job

pressure should have the opportunity to discuss his problems with his co-workers and superiors. These techniques are now used in "T-groups" to improve productivity, and the same approach could be used for alleviating job stress.

In executive level positions, some responsibilities could be delegated or a job could be split in two, House said. If the problem is with the worker—if he or she has trouble making decisions, or lacks the necessary skills for a job—then counselling or training could make a difference.

Some workers may simply not be compatible with their jobs—either because they are overqualified or lack the right credentials for better work, or as illustrated in The Peter Principle they have been promoted to a level of incompetence. House thinks that if there were less variation in pay scales, there would be less pressure on people to accept jobs they can't do.

Credentials often keep qualified people out of jobs, House believes, and suggests that **new criteria** be developed **for judging job suitability**. "We're a society hung up on credentials," he said. "Too many people are getting a college education to qualify for jobs where the degree isn't really necessary for the work."

■ The European Commission has set about vindicating itself of accusations that it is doing little to further the cause of **women's rights** in member states of the **European Economic Community**.

The Brussels Commission stated in a recent report that it will start proceedings against certain member states who seem to be ignoring Article 119 of the treaty that established the community more than 15 years ago. Two of the delinquent states, as far as equal pay for women is concerned, are Luxembourg and Holland. If cited, the two countries would be summoned before the Commission to explain why they had done nothing to date to enforce equal pay rights. If the answers prove unsatisfactory, the two governments could be sued in the European court.

Holland has long been considered a model for reform and the court of justice is situated at Luxembourg. Being called before the court could be embarrassing to both member states, and the pressure of community-wide public opinion might act as a kind of catalyst to bring about the needed reform. Failing this, EEC authorities have no power to apply legal sanctions, but they could ask fellow community members to impose special import taxes. In a report on equal pay, the Commission confirmed that "women continue to occupy the lower posts in the hierarchy and the great majority of the female work force remains concentrated in low-wage brackets—in spite of the technological changes that have increased the interchangeability of men and women as regards positions at work."

The report covers only the six original members of the European community, but the Commission is now preparing a similar investigation into the state of the working woman in Britain, Ireland and Denmark.

■ **Only one strike took place in Switzerland last year** according to a government report cited by **The Financial Times**. "A total of 12 industrial disputes were handled by cantonal mediation authorities, all but one of them without strike action," stated the paper's Zurich correspondent. "Switzerland thus retains its record among Western countries for lack of strikes, the number of man-hours lost being so minimal as not to figure in industrial statistics."

However, Ezio Canonica, recently elected President of the Swiss trade union centre SSB/USS, is skeptical about continued labour peace. In his acceptance speech, he scoffed at perpetual observance of Switzerland's labour peace, in effect since the late 1930s. Canonica, a life-long socialist, is currently a member of the Swiss parliament. He has been president of FOBB, the building trades workers' federation since 1968, and was elected vice-president of the International Federation of Building and Wood Workers in 1969. Canonica has gone on record for a more vigorous and consistent international trade union strategy to counter the spread of multinational corporations.



Marcel Pepin

■ **Marcel Pepin**, President of the Quebec-based Confederation of National Trade Unions (CNTU) has been elected President of the 15-million member **World Confederation of Labour**. He was elected without opposition to become the **first non-European President** of the world's third largest labour organization.

Speaking to delegates attending the 18th congress of the WCL at Evian les Bains in France, Pepin, an outspoken militant, urged support for workers of the Third World against multinational corporations. Workers must exchange information and pledges of solidarity to curb the power of multinational corporations, he said.

■ **Wilfred Jenks, Director-General of the International Labour Office** died in Rome on October 9 at the age of 64.

Born in Liverpool, England, Jenks' career spanned 42 years of the ILO's half-century of existence. Entering the service of the ILO in 1931 as a legal officer, Jenks served successively as legal adviser, assistant director-general, deputy director-general and principal deputy director-general. His missions on behalf of the ILO covered more than 90 countries. When he became head of the ILO in 1970, he had the distinction of being the first head of an international organization to have spent his entire career in the service of the world community.

Jenks took part in the development of all the major activities of the Organization during the past four decades. He played a leading part in developing the unique tripartite traditions and structure of the ILO and defending them in the successive crises of ILO history.

He was actively involved also in the creation of all the ILO's major operational programs, the development of close partnership among the organizations of the United Nations and the development of the ILO's regional activities in Latin America, Asia and Africa.

Widely known as an international lawyer, Jenks was a Doctor of Laws of the University of Cambridge and Barrister-at-Law of Gray's Inn. He held honorary degrees from universities in many parts of the world. One of his books on international law, **The Common Law of Mankind**, won the 1959 Annual Award of the American Society of International Law for outstanding merit.

Jenks helped to write the Declaration of Philadelphia in 1944 that became part of the ILO Constitution. The Declaration proclaimed that "all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity." To these ends, he devoted his life.

■ **President Nixon has vetoed a bill designed to raise the federal minimum wage in the U.S.** from \$1.60 to \$2.20 an hour by July 1974, calling on Congress to pass a new and less extensive minimum-wage bill this year. Nixon claimed that the bill approved by Congress "would unfortunately do more harm than good. It would cause unemployment, it is inflationary, and it hurts those who can least afford it." Congress could have passed it over his objections by a two-thirds vote of both houses, but it chose to uphold the veto. Organized labour wants a minimum of at least \$2.50 an hour extended to cover about 15 million workers who are still completely unprotected.

50 YEARS AGO

■ A section of the Criminal Code of Canada "made any one guilty of an indictable offence and subject to two years' imprisonment who seduced or had illicit connection with any girl previously chaste and under the age of 21 years who was in his employ or under control or direction or received her wages or salary directly or indirectly from him." This and other labour legislation enacted for the protection of women employed in industry, was summarized in an article titled "Canadian Laws Governing the Employment of Women" in the December 1923 issue of **The Labour Gazette**.

Legislation prohibiting the employment of women by Orientals was enacted in British Columbia, Ontario and Manitoba. The British Columbia law provided that no person could employ in any capacity a white woman or girl or permit any white woman or girl to reside or lodge in or work in or, save as abona fide customer, to frequent any restaurant, laundry or other place of business or amusement owned, kept or managed by any Chinese person. The same provisions were made under the Manitoba Act but included employment by Japanese and other Orientals in the prohibition.

At the last session of the Manitoba Legislature, in 1923, a clause was added to the Winnipeg City Charter enabling that city to pass by-laws prohibiting the employment, except by special license, of any female person in any hotel, restaurant, refreshment or entertainment room or laundry, owned, managed or conducted by a Chinese person. In Ontario no Chinese person could employ in any capacity or have under his direction or control any female white person in any factory, restaurant or laundry. The Female Employment Act in Saskatchewan required any person employing a white woman or girl in any capacity that necessitated her residing, lodging or working in any restaurant or laundry to obtain a special license from the municipality in which such restaurant or laundry was situated.

In Québec and the Yukon no woman except the wife of a licensee could serve guests in a bar-room. In Manitoba no woman except the wife or daughter of the licensee could be so employed without a special permit from the Director of Public Accommodation. Similar provisions in Alberta and Saskatchewan laws were repealed by prohibition measures in those provinces.

Ontario was the only province that regulated the employment of women in labour camps. Such employment was only allowed under permit issued by the Deputy Minister of Labour subject to compliance by the employer with rules respecting sanitary conditions, hours of labour, proper food and supervision, including the appointment of a suitable matron.

The Yukon Territory and all the provinces of Canada except Québec had laws protecting the earnings of a married woman which entitled her to hold and dispose of as her separate property all wages,

earnings, money or property gained by her in any employment, business or occupation that she carried on separately from her husband or by the exercise of any literary, artistic or scientific skill. In Manitoba this law was subject to the provisions of the Dower Act and to the trusts of any settlement.

All parts of Canada with the exception of New Brunswick had laws governing the inspection and regulation of mines. Those of Manitoba, Nova Scotia and the Yukon did not contain any provisions regarding the employment of women; Québec and Saskatchewan forbade their employment in the workings of a mine; the Metalliferous Mines Inspection Act of British Columbia prohibited work below ground, and the Coal Mines Regulation Act of that province, as well as the mining laws of Alberta and Ontario, forbade their employment except in clerical or domestic work.

A summary of provincial laws regulating the employment of children in various occupations was also given in the same issue of **The Labour Gazette**: The regulation of the employment of children and young persons was one of the subjects that fell within the scope of provincial rather than Dominion legislative authority. Most of the laws in Canada relating to child labour were contained in the various provincial acts that provided for the regulation of factories, shops and offices. The employment of children in mines, bakeshops, street trades, and other occupations, was also restricted by legislation in several provinces. Besides these laws, which expressly limited or regulated the employment of child labour, the provincial school acts had an important bearing on the same subject, regular employment being impossible for children who were under the age of compulsory school attendance. This connection was evident particularly in the use of employment certificates based on educational tests which were required as a condition of the employment of young persons in Quebec and Ontario, and regarding particular occupations, in other provinces.

IMPLICATIONS OF THE NEW WORKWEEK PATTERNS FOR WOMEN IN THE WORKFORCE

BY ALAN S. CARMEL

One of the most significant changes in the Canadian labour scene since the end of World War II has been the **increasing participation rate of women in the workforce**. The war effort brought many women into the workforce, but it is such sociological changes, as the **compressed workweek**, the availability of **part-time jobs**, and the **desire for equality** between the sexes that have kept many women in, and drawn many thousands of other into, the labour force.

Women without husbands have always had to work to support themselves; for example, in 1891, one out of every eight workers was female. Until World War II, however, it was uncommon in Canada for married women living with their husbands to work outside their homes. In 1901, there were 238,000 working women in Canada, making up 12 per cent of the labour force. By 1971, their number had increased to

2.83 million, or 36.5 per cent of the labour force. **The increase of women workers consisted mostly of married women entering the workforce**; 1941 census statistics suggested a gainfully occupied participation rate for married women of less than 4 per cent, but the proportion grew to 11.2 per cent in 1951, to 22 per cent in 1961, and to 33 per cent in 1971.

What are the reasons for this surge of women into the workforce? There are seven in all: the rural-to-urban population shift; the growing proportion of the labour force employed in the service sector; the shift from blue-collar to white-collar occupations; the introduction of appliances and work substitutes that reduce the time and effort required for household maintenance; increased female education; family planning, and smaller families. Another major reason, and the relevant factor here, is the **decline in weekly work hours**.



The length of the workday (and the workweek) has been declining in Canada during the past century, falling from a weekly average of 64 hours in 1870 to 40.8 hours in 1967. A recent study by Statistics Canada suggests that the standard workweek has stabilized at approximately 40 hours for plant workers and 37.5 hours for office workers. **The shorter workweek has made it easier for women to work** while still doing their housework and taking care of their families.

Many household duties such as cooking have been facilitated by processed foods and disposable items. Vacuum cleaners, washers, driers, dish washers, and permanent-pressed clothes have made other domestic duties easier and faster to perform, and some household chores are being taken over by other members of the family. It is this combination of **shorter working hours** and **reduced household duties** that has made it possible for more women to enter the labour force.

Despite the foregoing advances many married women who want to work continue to find it difficult to look after their homes and work full time. These women are turning increasingly to **part-time work**. The proportion of women who usually work less than 35 hours a week increased from 18.8 per cent in 1961 to 24.8 per cent in 1971. In 1971, women made up about 60 per cent of all workers who worked from one to 24 hours a week. Some of these women might have preferred full-time employment if they could have obtained it, but the majority of them prefer part-time work. In a 1964 survey by the Women's Bureau of the Ontario Department of Labour, for example, only 26 per cent of the women surveyed expressed an interest in full-time employment whereas 74 per cent wanted part-time work.

The increasing shift of employment to the labour-intensive service industries, especially the retail trade and restaurants, allows women to work for a few hours a day or a few days a week during the peak demand periods of their employers. As minimum wages rise, more and more firms resort to part-time workers; these firms are the major employers of women, and it follows that women's opportunities for part-time employment have been growing. Because many **women would rather accept part-time work** than full-time work, it is not surprising that, in 1971, 60 per cent of part-time workers were women.

A significant number of working married women who are involved in compressed workweek schedules are dissatisfied with four working days of nine or 10 hours a day. Mothers with young children find that their long workday extends beyond the time span of most child-care facilities, and this situation leaves them with the problem of providing alternative care for the remaining period of their workday. Longer workdays often make it necessary for women to leave home early in the morning before their children leave for school, which means that the children must get up and prepare for school excessively early.

Then, too, the extended workday may keep women at work longer than the usual workday, thereby creating problems with after-school care and the preparation of dinner. These conflicts in scheduling are also disturbing to many husbands, who are themselves on a five-day workweek. Such problems are likely to continue until the four-day workweek becomes a common work pattern, and until schools, child-care facilities and husbands shift to complementary schedules. Women without young children, however, seem to like the four-day workweek, because it gives them an additional day off to perform such duties as housework and shopping. (See also p. 786-87.)

Firms should consider the foregoing phenomena before shifting to four-day workweeks. If their prospective labour force includes a large proportion of women with young children, they should keep in mind that many of these women will probably seek alternative employment at firms not using the extended workday. Conversely, if the extended workday becomes the common pattern, we can expect an increase in the number of mothers with young children looking for part-time work.

The problems of working mothers on four-day workweeks can be alleviated if both parents accept joint responsibilities for the children and the housework, and if both do not work identical hours. If, for example, one parent had Monday off and the other Fri-

day off, each could look after the children and the house on those days. In this way, the four-day workweek could help to integrate these new patterns into society, and would make it possible for even more married mothers to work. But if both parents were to work an identical four-day week, their problems would be magnified.

Even more significant than the four-day workweek is the fact that we have begun to free society from the rigid mold of the five-day, 40-hour week. We can now experiment with various ways of redistributing working time—over a month, a year or even a lifetime—in order **to better meet the changing needs of society.** For example, it has been suggested that the parents of a child under three years of age should work only a six-hour day. Under this proposal, the Government would establish the right of parents to stop work after six hours, and would give them a subsidy to offset their lost wages. Thus, there would be no discrimination against parents with young children who want to work and take care of their children.

The Government of Norway is conducting experiments aimed at ending sexual stereotypes by having a couple share a single job, with the husband and wife working alternate weeks. In arrangements like this, the length of the workday is of minor importance. Whichever parent is home during a particular week takes care of the children and the household





duties, and the roles are reversed on alternate weeks. Here, as elsewhere, there is the implied assumption that people would rather be at a job in the labour market than at home attending to their families and household duties.

Flexible working hours, or flextime, is another alternative. Under this concept, the worker must be on the job during certain core hours, but he is free to arrive for work and leave for home at any time during a specified period, provided that the required number of hours are worked. This arrangement **allows parents of school-age children to solve their child-care problems**. Flextime has become quite popular in Europe. In Switzerland, 30 per cent of the industrial labour force is on flextime. Few Canadian firms, however, are experimenting with it (LG, Oct., p. 652).

The longer the workday, the more valuable become the possible variations under flextime. **If we are to move to the compressed workweek, with its correspondingly longer day, we should couple it with the flextime concept**, in order to make the extended workday acceptable and practicable to most workers. Naturally, such an arrangement calls for considerable ingenuity on the part of management, but the combination of considerable freedom to choose which hours to work, plus an additional day or two off, is almost utopian compared with today's situation.

(Alan Carmel is Professor of Economics at the University of Manitoba, in Winnipeg. The opinions expressed in this article are those of the author, and do not necessarily reflect the views or policies of the Canada Department of Labour.)

THE IMPACT OF MULTINATIONAL CORPORATIONS ON WORLD DEVELOPMENT

BY GEORGE SANDERSON

The impact of multinational corporations on world development is currently the subject of two ambitious studies that may eventually result in a set of international guidelines for foreign investment. Canada is participating in both these projects—one

being conducted by the Paris-based **Organization for Economic Co-operation and Development** (OECD), the other by a special **United Nations** committee comprising 20 "eminent persons" from 19 countries. The top level panel includes economists, bankers,

professors, corporation chiefs, labour experts and diplomats.

The basic aim of the year-long UN probe is to determine "whether a set of institutions and devices can be worked out that will guide multinational corporations and introduce some form of accountability to the international community." The initiative for this study, it should be noted, came from Chile.

As a background reference for the deliberations, the UN prepared a 195-page report spotlighting the threat that multinational corporations pose to the employment, trade, and monetary policies of their host countries. The document notes that although the corporate giants can be "key instruments" for improving the



A special United Nations committee studying the impact of multinational corporations on world development opened public hearings in New York in September.

economy of a nation, they also pose a danger to any nation's political sovereignty because of their sheer size, wealth and spread of operations. There is also an emerging feeling that multinational companies—many of which operate through subsidiaries in 20 or more countries—are becoming a growing cause of tension in the world economy. "There is no doubt that multinational corporations could precipitate a currency crisis if they were to move only a small proportion of their assets from one nation to another," the report warns. It is thought that a 1 per cent monetary shift could set off such a crisis.

In the past 20 years, multinational enterprises have established a firm foothold in nearly every corner of the world. Two thirds of their operations are in Canada (where they account for 60 per cent of to-

tal manufacturing output) and Europe, the remaining third in the developing countries, where their influence is relatively more significant. They control more money than the international reserves of all the world's industrial nations combined, and they are growing at a rate of more than 10 per cent a year—considerably faster than the economies of most countries. In 1971, each of the 10 largest multinational corporations—eight of which are based in the U.S.—produced more than the gross national product of 80 small countries. Each of the four largest—General Motors, Standard Oil of New Jersey, Ford Motors and Royal Dutch Shell—has an annual sales volume exceeding \$10 billion. By 1985, some 300 giants are expected to produce more than half of the world's goods and services, compared with about 15 per cent today.

The UN analysis of the activities of 211 multinationals with annual sales exceeding \$1 billion shows that the U.S. is the source of more than half the foreign investment around the world, and that the U.S., Britain, France and West Germany together account for more than 80 per cent of all foreign investment—estimated at \$165 billion. Japanese, German and French corporations are now moving to take over U.S. companies and to invest in the developing world. Soon, the oil-rich Middle-East states will also become important international investors.

Though the rapid growth of the big corporations has undoubtedly been a critical factor in the prosperity of the Western world over the past two decades, there are now clear signs that both their home countries and the countries where they operate subsidiaries are concerned about foreign investment. Even the U.S. Government is worried about the ability of American multinational firms to evade anti-trust laws and siphon off profits through tax havens, to export jobs and transfer funds through inter-company links, and to accelerate monetary crisis by switching funds from one currency to another on foreign exchange markets.





To guide the multinationals in the exercise of their power and to introduce a suitable degree of responsibility toward the international community, the UN report suggests the development of special procedures, including: (1) a worldwide tax policy for the big companies—a policy that would especially benefit the developing countries; (2) a permanent UN body to conduct a continuing review of multinationals, and to provide a pool of information on

such corporations; (3) adoption of a code of conduct for the giants; (4) a corps of UN-trained experts to advise on multinational firms; (5) renunciation of interference by the country of origin in the internal affairs of countries in which affiliates of multinationals operate; (6) adequate compensation for nationalization of subsidiaries of multinationals.

The OECD study, which will take at least a year to complete, has barely begun. But OECD officials are talking already of the possibilities of developing codes of conduct for governments and corporations on foreign investment. The aim of such codes, they say, would be not only to regulate the activities of multinational enterprises, but also to harmonize government treatment of foreign ownership and investment.

HUMANIZING THE JOB: THE MULTIPLE PERSONAL INVENTORY

BY JIM MACSWEEN

Matching people to jobs? It sounds easy. But why do **many industries have dramatic yearly staff turnovers?** Why are **large numbers of workers dissatisfied** with their jobs? The answer, according to Dr. Herbert M. Greenberg, is that **few people are doing the jobs for which they are best suited**—or which suit them, for that matter. Only one out of five people in the North American workforce is well-fitted for the job he performs, says Greenberg. His company, Marketing Survey and Research Corporation of Princeton, New Jersey, aims to place people in jobs where they can derive the most satisfaction.

He claims that **more effective placement is made possible by using the Multiple Personal Inventory**—a system devised by Greenberg and his wife, Jeanne, which, after four years of research and testing, is now being used by his company. Academic training and job experience, traditionally the main measures of a person's worth, are by-passed. Instead, the 12-page MPI questionnaire seeks to define the person's drives and

potentials, and personality outline. It also **pinpoints "hot buttons" of inherent ability in an individual—factors that overrule education and experience in determining suitability for specific jobs.** Thus, according to Greenberg, the system has great potential for use in applicant-job matching. He views it as a means toward reducing unemployment by filling most vacant job positions with people who have the "personality dynamics" suited to those jobs. He claims that research by his company has proved that **even people in the so-called "hard-core unemployed" category** have a range of skills similar to any other segments of society. Careful placement of these workers could make them a great asset to society, he claims. He believes also that ex-convicts could similarly be put into jobs by matching their skills and personalities.

Greenberg describes MPI as a subjective test. It assumes that **most job applicants writing aptitude tests try to answer questions in such a way that they project the image they think the employer wants.** MPI takes the image that the applicant has given and uses it as a reflection of the applicant's personality.

Each administered MPI is mailed to the Princeton office of Marketing Survey, where it is analyzed by a specialist. The specialist makes observations concerning the person's suitability for the position, and he personally consults the client to discuss the person's MPI. A report containing recommendations on the applicant's latent skills and abilities is then sent to the client.

Development of the Multiple Personal Inventory began in 1957, in response to the need for selecting people with sales ability for employment in the sales industry, a sector where staff turnover has traditionally been high. In the case of insurance companies, there is an annual sales-force turnover of 50 per cent, and a 90 per cent replacement rate over a three-year period. Similarly high turnover figures prevail in the sales of mutual funds, automobiles, and real estate.

Greenberg predicated his research on the theory that **it takes a certain type of person to be successful in sales.** Over a period of four years, he and his wife developed the MPI to detect **two main personality traits—"ego drive" and "empathy."** Ego drive represents the need for personal satisfaction

gained from completing a sale. A successful salesman has a compelling personal need to sell his product in order to feel successful, Greenberg postulated, and this ego drive must be resilient enough to weather a certain amount of sales failure.

Empathy, the ability to understand the buyer's individual needs, is seen as the second essential personal characteristic for an effective salesperson. This ability—to sense what the buyer wants—allows the salesperson to adapt to the prospective purchaser and make the creative modifications necessary to sell the product.

Having singled out these two essential traits of a good salesperson, Greenberg and his wife set out to test their theories. In 1961, they founded the Marketing Survey and Research Corporation of New York, and began using the MPI to place suitable sales personnel with the client companies that engaged their services.

From the beginning, results were startling. Analysing primarily sales

personnel, Marketing Survey found that four out of five people in sales positions were unsuited for their jobs by the ego drive-empathy criterion. In another study the automotive industry learned that about 20 per cent of its sales force was responsible for 80 per cent of car sales, and salespersons in **this top 20 per cent category reflected the ego drive-empathy combination in their MPIs**, according to Greenberg.

The first major opportunity to test the MPI theory came when Marketing Survey secured a grant from the U.S. Department of Economic Opportunity to organize a "New Opportunities Program." With the co-operation of a group of businessmen in San Juan, Puerto Rico, 250 unemployed persons were placed in professional sales jobs. An underlying objective of the program was to prove that the poor have the same potential and ability as other groups, and can be placed successfully in jobs requiring these abilities. Public notices and advertising produced the applicants, and each prospective employee was put through an ori-

entation program, then given tests, including the MPI. About 800 MPIs were filled out, and people exhibiting sales ability were placed in the 250 job openings that best suited their individual personalities.

In a follow-up survey on those 250 people, some interesting statistics emerged: (1) the average earnings of those placed increased from \$22 to \$100 a week; and (2) the average length of time jobs were held increased from two months to 15 months.

The San Juan program led to similar projects, including several that placed persons in jobs other than sales. In turn, these led to a \$7 million program aimed at placing 2,520 hard-core unemployed persons in 55 different types of jobs with 52 companies in the New York metropolitan area. Funded by the U.S. Department of Labor, the program involved various social agencies, such as the New York City Department of Welfare, and the New York State Employment Service.



In two years, 3,000 individuals were placed in jobs ranging from clerks to management trainees and computer programmers. Of these 3,000 persons, 1,500 were still in their original jobs by the end of the second year; 500 had moved to better jobs; and 500 others had left their jobs because of recruitment in the armed services, pregnancy, a return to school, or for other valid reasons. Figures showed that a surprisingly low 3 per cent of the trainees had their jobs terminated because of poor performance. Also, nearly 500 of the 1,500 people holding their original jobs had been promoted once or twice in less than two years.

Since completing the New York program, Marketing Survey has been working primarily with private companies in recruiting sales and management personnel. It has administered MPI to persons already employed by various companies, and then recommended a system of job shifting to better fit the personal abilities of employees. In such cases, conflict, or fear of job loss is avoided by the assurance that no employee who takes the MPI will have his or her job terminated or will suffer a reduction in salary.

For each evaluation and MPI report prepared, Marketing Survey charges its client \$70. Most work is done on a "per evaluation" basis, but Marketing Survey has placed analysts with some companies to act as consultants. In its work with various firms, it claims to have reduced job turnover rates by an average of 66 per cent.

Marketing Survey has grown steadily since its inception in 1961, and now grosses more than \$1 million a year. Growth was slow until 1964, when an article by



Greenberg in **The Harvard Business Review**, gave wide circulation to his theories on salesmanship. Since then, expansion has been steady, Marketing Survey having tripled in size between 1969 and 1973. The 1972 publication of Greenberg's book, **The Successful Salesman: Man and His Manager**, has helped to make 1973, by far, the most successful year to date. The company has extended its services into Canada, the Anne Martin Personnel Company of Toronto, being the agent. Canadian clients include Phillips Electronics, Sun Life Assurance of Canada, Confederation Life Insurance Company, the Federation of Automobile Dealer Associations of Canada, and the Canadian Real Estate Association.

For the future, **Greenberg would like to broaden his company's involvement in prisoner rehabilitation and poverty areas.** He asserts that prisoners and the poor have a very useful range of skills that

need only be applied in the right direction. He predicts that 90 per cent of the poor could be profitably employed if governments and industry would co-ordinate plans similar to his New York project, and be willing to subsidize salaries during the employee's training period. He thinks that cities like Toronto and Montreal are an ideal size for such a program.

"There is no such thing as a dehumanizing job," insists Greenberg. "De-humanization takes place only when a person is employed in a job that does not match his personal needs and abilities."

(Mr. MacSween, formerly a staff writer with **The Labour Gazette**, is currently studying law at the University of Ottawa. The opinions expressed in this article are those of the author and do not necessarily reflect the views or policies of the Canada Department of Labour.)

TUC '73: "STRONG AND CONFIDENT"

The principal issues at this year's **Trades Union Congress**, held September 3 to 7 in Blackpool, England, were the **Industrial Relations Act** (1971), the **economy**, and **British membership in the European Economic Community**.

The TUC dealt strictly and swiftly with the 20 dissident unions that defied its policy on the Industrial Relations Act, expelling them from membership. Never before had Congress ejected so many unions at once for breaking TUC rules. Their sin: they signed a trade union register set up under the Act—and refused to deregister.

The expelled unions include the seamen, the health service employees, the writers, actors, bakers, pilots and bankworkers—specialized groups that have only a small voice in congress policy compared with transport workers, engineers and miners. Once "out of the family," they lose the protection of the TUC's Bridlington agreement that prohibits inter-union membership raids. The number of people involved—360,000—represents 4 per cent of the total membership of 10 million.

Though the purge was predictable, Congress decisively rejected the idea of a total mandatory boycott of the National Industrial Relations Court. Unions will thus continue to defend themselves before the Industrial Court, which is part of the apparatus of the Act, but that is the limit of their recognition of the controversial labour legislation.

The Industrial Relations Act (1971)—designed to bring order out of chaos in British labour relations—provided, for the first time in the country's history, a comprehensive legal framework within which Britain's industrial relations system could operate. The TUC, however, remains unalterably opposed to the Act, charging that it restricts basic trade union freedom and encourages disputants to go to court rather than to meet at the bargaining table. Its policy of non-cooperation continues to take the form of a refusal by Congress affiliates to register under the Act, and thus to obtain legal status as trade unions.

On the economy, the TUC decided by a wide margin to continue talks with the Government on steps to curb inflation. But speaker after speaker made clear their determination to resist the Government's policies. The TUC believes that government measures to counter inflation are "unfair and unworkable" and that inflation can be checked only by statutory price controls linked to food subsidies. By a narrow margin, Congress passed a resolution not to boycott the Pay Board, the organization responsible for policing the Phase II, \$2.50 plus 4 per cent wage-rise limit (LG, May, p. 283). But there were warnings of fresh disruption in the Civil Service if pay demands are left unsatisfied.

A move by moderates to end the TUC boycott of EEC institutions was narrowly defeated, but individual unions will be free to represent their members' interests in Europe wherever they can. Congress also reaffirmed its opposition to Britain's membership in the Community.

In his last important speech to the TUC, Victor Feather, retiring general secretary, dwelt on the Continental unions' wish that British unions join, work with and nominate members for all committees, institutions and organizations in the EEC on which they are entitled to have seats. "What our fellow trade unionists in Europe will not understand is a policy on our part that may look to them like a refusal to join with them in putting matters right," Feather told delegates. Watching proceedings from the visitors' balcony, former trade union leader Jack Peel, who is now a director of industrial relations in the European Commission's social affairs department, said of the decision: "I think in Brussels everyone will be sadly disappointed that the TUC still refuses to face reality." **The Times** took a similar view: "By choosing to hold the movement aloof from these committees where they have a right to claim seats, the unions are breaking their own unwritten law that, whatever the political circumstances, representing their members' interests is their duty.

Decisions affecting the working environment will be taken by these bodies in the next year, and British workers have a right to expect representation there," commented the influential London daily.

On another note, Congress is to ask all international trade union centres to consider steps to establish international trade union unity. A motion was unanimously approved asking the TUC General Council to approach all union centres to consider setting up an international liaison committee.

A large international delegation attended the congress. It included Americans, Canadians, West Europeans and representatives of various Eastern Bloc countries, headed by Boris Averianov, chief of the international department of the All Union Central Council of Soviet Trade Unions.

For the first time in its 105-year history, the TUC has committed itself to industrial action in support of old-age pensioners unless there is a marked improvement in pensions by next spring. A motion demanding higher state pensions and equal pensions for women was unanimously carried, and received the full support of the General Council, which was at the same time careful not to tie itself



Victor Feather (centre, smiling broadly) joins in Auld Lang Syne at the end of the TUC congress at Blackpool. He is flanked by TUC President Joseph Crawford (left) and the new General Secretary, Len Murray.



down to any particular type, date or duration of action. Delegates were in no doubt, however, that strikes were intended. The Congress approved a call for determined action by unions to achieve equal opportunities for women in industry.

The Congress was the last for Victor Feather as general secretary of the TUC. He bowed out of an illustrious 36-year career with a

gold badge, a fat cheque and a standing ovation. "It was a long haul from flour-bag filler to the most responsible position in the trade union movement," commented **The Times**. "As a chief spokesman for 10 million trade unionists for nearly five turbulent years, he has shown firmness tempered by moderation. His native wit and affable temperament have

not only enlivened the sober business of industrial relations, they have been invaluable qualities in holding the TUC together. Despite internal strains manifested in the votes this week, he passes on to his successor Mr. Len Murray, a strong and confident Congress."

G.S.

QUEBEC TEACHERS CHALLENGE THE SYSTEM

BY MARCEL PEPIN

Early in July 1973, the Québec Teachers' Corporation (Corporation des enseignants du Québec) held its last annual convention. Next year, the first annual convention of the **Centrale de l'enseignement du Québec** will take place.

This change in name and status reflects the deep change that the 70,000-member organization of Québec teachers has undergone in the past ten years.

The main feature of the recent Québec teachers' convention was the **strong majority decision to challenge the whole existing political and social system** and to intensify the teachers' struggle, changing it into a class struggle and taking for granted that the State serves the ruling class.

This stand manifested itself in a more tangible way by **total rejection of Bill 89**, which changes the rules of applying the right to strike in the public and para-public sectors.

This ideological radicalism is a source of endless astonishment to those who until then had considered the Corporation an agreeable organization, ready to co-operate with other partners in the teaching world and respectful of religious and civil authority.

As for this image of a respectable professional corporation, ready to play the traditional game of established order according to rules, the CEQ wants no more of it. It fights it with, at times, irritating vigour. The image it is now seeking to establish is that of a truly militant central labour body, prepared



Yvon Charbonneau

to use its full material and intellectual resources to challenge the traditional ideology which, as far as it is concerned, places more importance on individual rights than on collective ones and pays more attention to the interests of free enterprise than to the social needs of the people.

To understand this new direction that the CEQ is taking, a brief look at the past is needed. About 15 years ago, the Québec Catholic Teachers' Corporation numbered a few thousand quiet, dignified and reserved school teachers, aware of their "noble" mission and proud of the respectful praise generously heaped upon them by society in place of a large salary.

This respect on the part of the public was their sole reward. In actual fact, teachers secretly hoped to climb up to the status of respectable, well-paid professionals, and staked all these hopes on the Corporation.

Not so long ago, teachers' conventions were reassuring for everybody. Not only was there no systematic opposition, but the participants would even have blushed with shame if one of their members had dared denounce "the ruling class," convinced as they were that they were all rightly part of it. How is it that **in a decade, the docile teacher has succeeded in becoming an aggressive and unpredictable unionist.** As was the case for many others, it

was the Quiet Revolution that shook them out of their sleep. In the early sixties, they started to feel stronger because there were now more of them.

While everybody was breathlessly watching the school reforms progressing at great speed, the teachers began to realize with amazement that they were being taken for granted. People were talking a lot about new buildings and programs, but hardly a word about the teachers' welfare. The teachers turned to their corporation. Unfortunately for them, the public just happened to be looking for scapegoats to a tune for the "extravagance" of the school reforms. Teachers were among the more spectacular victims of the Quiet Revolution; they were not easily forgiven for demanding to be paid

for teaching. The Québec teacher found himself in 1966 among the accused. The liberation had not lasted long. But during those four or five frantic years, he had fallen into the habit of taking care of his own affairs and decided to continue in the same way. From then on, it was clear sailing.

By enforcing Bill 25, which put an end to a teachers' strike, the Government forced the respectable Corporation to define more clearly its mission as a union. Sophisticated pedagogical committees gave way to hurriedly-formed union committees. The teachers, who until then had been accustomed to fearing school authority—the principal was often even more terrifying for the teachers than for the students—did not take long to realize that their salvation lay in union struggle. And they

who had secretly cherished their status as respected members of the élite of Québec suddenly found themselves confronted with public hostility.

The teachers, who were banking on the establishment of a Department of Education made up of discerning technocrats and of specialists devoted to the educational cause, ready to pull schools out of the mess they were in, discovered with disappointment that they were the first victims of the Department's administrative confusion. They went from unfinished reforms to thwarted reforms and found contradictory instructions piling up in their files. They discovered with horror that they had become perfect targets for politicians looking for culprits to vindicate them for tax increases and unbuilt roads.

Meanwhile, the right to negotiate their working conditions had been given to them, but the teachers had run into a series of problems. They had triggered strikes and, by so doing, managed to throw parents, accustomed as they were to seeing teachers yield to authority in order to give their children a good example, into a panic.

Throughout the years, the teachers have secured their unity at the cost of much internal strife; they stressed the demands of their corporation and joined up with the other central labour bodies. In 1972, they joined the "Common Front" set up by these bodies against the Government, had to pay more than \$1 million as a result of legal proceedings brought against them, and watched their president, Yvon Charbonneau, march off to jail. In 1973, a congress was held and they declared themselves **in favour of social action within a class struggle** context. Since they had gladly agreed to participate in the great reform of the early sixties with minimum staff, decaying buildings and obsolete equipment, since they had to bear the consequences of the extravagant expenses made on behalf of education, the teachers had reason to expect a bit of respite. **They had not foreseen** the falling birth rate or budget cuts, and the ensuing staff surpluses, layoffs, retraining programs and the whole series of **problems affecting professions where jobs have become redundant**.



To pull themselves out of this mess, the teachers decided to fight the State on its own grounds: political action became the be-all and end-all of the great struggle.

"Even in maintaining silence and even when it gets entangled in business-unionism, organized labour is involved in political action merely by having to defend the interests of those it represents. Let us then face reality. The only choice we have left is to find the means to impose our priorities, the workers' priorities," declared CEQ President Yvon Charbonneau in 1972.

It was decided at the 1973 congress that labour legislation had to be prepared that defended the workers' interests and "no longer those of the ruling class."

To this general outline, the congress added resolutions concerning women's liberation and the development of the co-operative movement, and condemned the subsidizing of private schools as a form of continuous abuse of privileges.

School authorities of all kinds will take the opportunity to raise the spectre of indoctrination in the schools, and **the CEQ will have to fight hard to avoid accusations of being overly political**, which won't fail to come pouring down on them soon. Furthermore, intellectuals won't miss the chance to snicker at the CEQ's belated discovery, that the society of Québec is irremediably divided into two tight blocks: the rulers and the ruled!

As a matter of fact, the CEQ did much proclaiming at the congress, but took few decisions. Even on more familiar territory such as schools, it showed itself discreet. Gone are the days when school programs were scrutinized and analysed in minute detail for the children's own good! Now it's the entire system that must be scrapped... in words!

On the practical level, however, the congress came to one major conclusion: teachers have lost faith in government institutions. They no longer want to be part of the school system. On the contrary, they have stepped aside and committed to fight it.

This attitude did not come about by chance. Even if the Government may be tempted to capitalize on the danger of aggressive radicalism on the part of teachers, it will not be able to postpone indefinitely a thorough examination of the malaise that has led a whole and important sector of society to go openly on the warpath.

Beyond the effervescence that is particularly perceptible at a congress, there was a realistic touch on the part of the leaders: they resolved to provide the movement with well-tested action machinery. This, in itself, is an insurance policy against fantasy.

(Marcel Pepin, a graduate of the University of Ottawa and l'Université de Montréal, is a reporter with **La Presse**, a Montreal daily newspaper. He was appointed parliamentary correspondent for the Ottawa daily **Le Droit** in 1964. Four years later he became regional director of the Conseil économique de l'outaouais. The opinions expressed in this article are those of the author and do not necessarily reflect the views or policies of the Canada Department of Labour.)

INVOLVEMENT AND PERSONAL CONCERN: A NEW MANPOWER PLAN FOR THE YEAR AHEAD

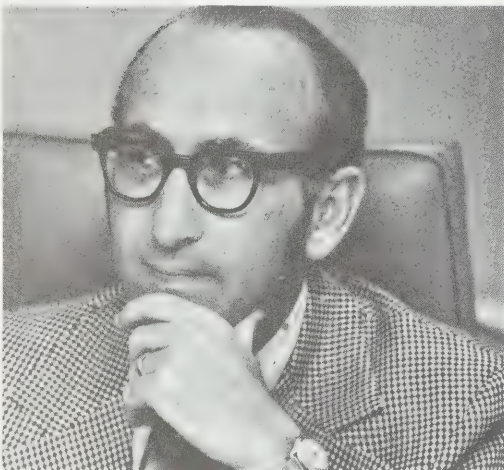
A dynamic manpower program for Canada was outlined by John L. Manion, Assistant Deputy Minister of Manpower and Immigration, to delegates representing 30 countries at the Diamond Jubilee Convention of the International Association of Personnel in Employment Security.

Central theme of the convention, held in Portland, Oregon, was **"involvement,"** and Mr. Manion noted that for those who worked in the employment field, the word was an operative one.

"We are indeed 'involved,'" Mr. Manion said. "We provide a necessary service within our communities. We strive for the betterment of these communities through our work with employers

and job-seekers, and with this involvement comes great responsibility for the kind of service we provide and the quality of that service can have far-reaching effects on the entire fabric of our society."

Mr. Manion spoke of the **revolutionary changes in the world of work** that began in the 1960s. In Canada, the Department of Manpower and Immigration constantly reviewed its programs and adjusted them to meet the challenge of change.



John Manion

"All evidence is that the trends will continue and accelerate in the '70s, with far-reaching implications for public and private institutions and policies. In Canada, these forces are particularly dynamic," he said.

Mr Manion believes that the forces that will change the face of the future are:

1. The **explosive growth of the labour force**. In the period 1965-80, "we forecast a 50 per cent growth rate compared with about 30 per cent for the United States, 5.5 for Germany and 4.4 for Britain."
2. The **concentration of youth**: "In 1954, unemployment among youth under 25 was one-and-one-half times the national average; by 1972, this had climbed to one-and-three-quarter times the national average."
3. The **changing value systems** and new emphasis on the importance of the individual: "The emerging labour force of the '70s will have **values and attitudes varying markedly from traditional ones**, in particular with respect to the role of organizations and the process of institutional decision-making." Canada's manpower policies are being shaped by the need to meet these changing attitudes and the need to create enough jobs to accommodate the growing work force—but jobs that provide **satisfaction, fulfillment** and **democracy** in the work-place.

The aims of the department, when it was created in 1966 both as a response to Canada's needs and as a result of OECD recommendations, were to provide: comprehensive employment services; preventative or remedial action against



unemployment disturbances; adult training programs and ongoing reforms in the general education and training system; assistance to geographic mobility; measures to assist marginal groups to take up and maintain gainful employment; development of income security programs such as unemployment allowances and redundancy compensation; and the forecasting of future occupational requirements as a guide for developing and implementing manpower policies. In response to those aims, in the years since 1966, "we have built a comprehensive manpower policy and a set of programs and services to give it effect." Our national network of 390 Canada Manpower Centres has a full range of testing, placement and counselling services. It is augmented by 85 offices on post-secondary campuses and 196 summer

CMC's for students. We have substantial Manpower Training programs, a program of mobility assistance, special services and programs for the disadvantaged.

"Many of the manpower programs that have served us well in the past are still valuable today," according to the department's evaluation, and "these programs will be continued," Manion said. Among the program adjustments to be made in the future are a greater emphasis on job creation and a re-structuring of job-finding service, he mentioned. Better labour market data is needed and some relief for the heavily burdened manpower staff and facilities. Other key changes in the

new manpower plan will result in improving the links between the CMC and the community, and between co-operating agencies at all levels.

"I believe that **none of our programs better illustrates the new level of involvement—and the commitment of our staff—than our experiments in job creation,**" he said. "Our major thrust in this area is our **Local Initiatives Program.**" Aside from the high degree of ingenuity that the program has elicited from the public, the "practical" measure of its success lies in its creation of 750,000 man-months of employment at a cost of approximately 400 millions.

"Because of the fine results of the Local Initiatives Program, it has been adapted, on an experimental basis, to offer **assistance to the hard-core unemployed.** The Local Employment Assistance Program is similar to LIP, except that individual projects will last two or three years in order that the people involved not only become conditioned to the world of work and gain in self-confidence, but also establish viable work histories that will be acceptable to employers."

Continuing with programs that emphasize involvement through job creation, Manion spoke of **special programs designed to assist disadvantaged people** looking for jobs. "We have avoided tight definitions of 'disadvantaged'; however, in general, we consider people to be disadvantaged if they want to work and can be made employable, but whose needs extend beyond the normal range of training, mobility, counselling, and placement services. . . . We are adding new flexibility and financial authority, enabling our CMC's to do just about anything needed to get an employable worker into a job. This includes everything from the purchase of outside professional diagnostic services to payment of travel costs to bring a client from an outlying area to a CMC for service. We are also involved in an Outreach Service . . . for those people who now do not have access to the normal manpower services and programs."

Another aspect of involvement, indeed, one of the most important elements of any manpower plan, "is the degree of co-operation that government manpower administration has with the private sector of the economy," he said, "and in each centre we are encouraging even greater contact with employers. New links with labour, at both the national and provincial levels will also be sought."

Local consultative committees will be set up to provide employers and labour groups at every level of the labour market with the means to actively participate in the establishing of Canada's manpower plan.

The Canada Manpower Consultative Service, which assists labour and management in developing manpower adjustment programs to meet economic and technological change, is also being strengthened.

Although the department re-evaluation showed the need for change, the basic goal remains as valid today as when the department was created: To contribute to the attainment of the economic and social goals of the country by optimizing the use, quality and mobility of all the manpower resources available. And to meet this goal, "manpower policy must not only respond to, but anticipate changing economic and social conditions, in order to provide the basis for development of appropriate strategies and programs."

"It is our belief" Manion concluded, "that Canada's manpower plan will achieve this necessary dynamism."

J.D.A.

FEDERATIONS OF LABOUR CONVENTIONS

SASKATCHEWAN

A Saskatchewan minimum wage of \$2.50 an hour, restricted ratios of part-time employees to full-time employees, a 32-hour, four-day work week and double-time for overtime were some of the more than 80 resolutions approved by the Saskatchewan Federation of Labour at its 18th annual convention held in Saskatoon October 11 to 13.

Delegates to the convention not only asked the Saskatchewan Government to immediately raise the minimum wage from \$2 (as of December 1) to \$2.50, but they also asked the Government to convene the Minimum Wage Board. The board would conduct

public hearings to consider (1) a minimum wage of \$3 an hour; (2) the necessity of legislation restricting the number of part-time employees to 25 per cent of the full-time employees in a company; and (3) the payment to the part-time employees of a premium of 20 per cent of their wages in compensation for the lack of fringe benefits.

Bill Gilbey, chairman of the convention's resolutions committee, said **the wage increase is needed because the current minimum wage is not enough to support a decent standard of living.**

The Economic Council of Canada and the Canadian Welfare Council have estimated a single person needs a minimum annual salary of \$4,600 and a married couple require \$6,000 a year to maintain an adequate living standard; "\$1.75 an hour just doesn't bring people up to that standard," he said.

"It is ridiculous to have government agencies agreeing that a wage earner needs more than \$2.50 an hour to maintain a minimum living standard, and then failing to provide the bare minimum by legislation," said Gilbey.

A 32-hour, four-day workweek with no pay decrease is necessary according to the resolution, because of "chronic unemployment plaguing Canada for several years" and "the displacement of people due to automation which is increasing the numbers of the unemployed at an alarming rate."

The resolution regarding overtime work was prefaced with the statement that overtime is against union principles. Overtime should be worked on an optional basis and the employees should be compensated with double-time pay.

In an address to the delegates, Ross Hale of Saskatoon, re-elected President of the Saskatchewan Federation of Labour at the convention, said **the convention should be a rallying point in re-defining and re-emphasizing a future labour program.** Some of the directions that should be considered in the years ahead are: financial commitments to research on such questions as pensions, union workmanship and discrimination in rates; the re-examination of trade union education; a redefinition of the terms of reference of the federation's standing committees, and the assisting of affiliates in collective bargaining.



Ross Hale

Saskatchewan Labour Minister Gordon Snyder told the convention that the Government would give **immediate attention to updating workmen's compensation.** A government-appointed task force that studied workmen's compensation has recommended a universal sickness and accident plan. This recommendation is a sharp departure from traditional government approaches and has far-reaching ramifications which need time to be studied.

The cost of increasing widows' pensions, children's and orphans' allowances and disability pensions is about \$14 million, a financial problem facing the Government in making changes that it regards as imperative, he said.

NOVA SCOTIA

At the 18th annual Nova Scotia Federation of Labour convention, held in Halifax from September 26 to 28, **resolutions calling for changes in the labour standards code and an increased minimum wage to \$2.50 were adopted.** The federation also voted to affiliate with the Nova Scotia New Democratic Party.

Other resolutions approved by the convention included one calling for only full-time workers to vote on union certification, the extension of bargaining rights to in-shore fishermen, and a request that the provincial Government appoint a full-time labour minister. D. Scott MacNutt is minister of health and housing as well as labour.

Affiliation with the provincial NDP was approved despite urging from federation President John Lynk that it should not be done. Mr. Lynk, elected to his 10th consecutive term as President, said affiliation with any political party would inflict a self-destroying fate on the federation. Three other Canadian labour federations which in the past affiliated with political parties soon collapsed, he said.

The convention voted to bring pressure against the Nova Scotia Government to increase the province's minimum wage of \$2.50 with six per cent vacation benefits. **The minimum wage law should also be amended to eliminate "discriminatory" clauses which allow some employers to pay young or inexperienced workers lower wages, the convention decided.**

Delegates also called for amendments to the Nova Scotia labour standards code to provide a minimum of double time for all hours above eight hours a day, 40 hours a week.

Paul LePage, President of the New Brunswick Federation of Labour, told the convention that **companies are using the courts to put down trade unionism.** The courts are being employed as a stall tactic to create problems for organizing labour, he said, when companies use them to prevent certification of a union. When unions win court cases, said LePage, companies launch appeals that further hold up the entry of the unions into their plants.

milk prices in most provinces except Ontario and Quebec. The price of margarine, which had been stable over the past three months, rose 4 per cent in the latest month. Each element of the meat, fish and poultry index increased 4.7 per cent. In meats—pork prices advanced 6.1 per cent to a level 37.1 per cent above September 1972, beef prices, on average, rose 2.8 per cent in the latest month and were 29.4 per cent above their level of a year ago; poultry prices rose 5.2 per cent between August and September, and were 47.6 higher than a year earlier. Canned salmon, in the latest month, registered an increase of almost 17 per cent. Egg prices continued to advance, rising 6.8 per cent in the latest month and 50 per cent since September 1972. Fresh vegetable prices that normally decline between August and September, registered a greater than usual decline of more than 36 per cent. Some items such as tomatoes and onions, retailed, on average, below their price levels of a year ago. Fresh fruit quotations declined 8 per cent from the previous month. Since September 1972 the food index advanced 16.0 per cent, the price of food consumed at home 16.1 per cent, and food consumed away from home, 15.3 per cent.

The housing index rose 0.5 per cent to 154.4 in September from 153.6 in August as a result of increases of 0.5 per cent in both the shelter and household operation components. Within the shelter component, the home-ownership

The food index advanced 0.9 per cent to 170.2 in September from 168.7 in August. About one half of the increase was attributable to a rise of 3.1 per cent in the price of food eaten away from home. The price level of food for home consumption rose 0.5 per cent despite marked seasonal price declines for fresh produce. The impact of higher wheat quotations was reflected by a sharp one-month increase of 8.9 per cent in the level of prices for cereal and bakery products—bread prices advancing 17 per cent, flour 10 per cent, and macaroni 6.2 per cent. The dairy products index rose 1.2 per cent mainly because of higher fresh

PRICE INDEXES

CONSUMER, SEPTEMBER

The consumer price index (1961=100) rose 0.6 per cent to 153.9 in September from 153.0 in August and all major components registered increases. **Food prices advanced 0.9 per cent.** The price level for all-items other than food increased 0.5 per cent for the fourth consecutive month. Among the non-food components, the clothing index rose 0.8 per cent, the transportation index 0.6 per cent, and the housing index 0.5 per cent. The elements for health and personal care and for recreation, education and reading, each increased 0.2 per cent, and that for tobacco and alcohol, 0.1 per cent. The all-items index was 8.5 per cent above its level of a year ago.

element increased 0.7 per cent because of increases in the indexes for new houses, home-owner repairs and mortgage interest; rents rose 0.1 per cent. In household operation, fuel oil prices advanced in several cities in Ontario, Manitoba, Saskatchewan and British Columbia. Furniture prices increased, on average, 0.8 per cent. Appliance prices advanced 0.3 per cent, and among other home furnishings, floor coverings and dishes were higher in price. The household supplies index advanced 1.2 per cent. Between September 1972 and September 1973, the housing index advanced 7.1 per cent.

The clothing index advanced 0.8 per cent to 139.5 from its level of 138.4 in August and all major clothing components recorded increases. A rise of 1.3 per cent in the men's wear, and of 0.6 per cent in the women's wear indexes resulted from advances in most items surveyed but the largest increases were recorded for items of men's outer wear and women's and men's sports and casual wear. The clothing services component rose, on average, 1.9 per cent following increased costs in several centres for laundry, dry cleaning and shoe repairs. The index for children's clothing advanced 0.5 per cent but was 2.2 per cent below its level of a year ago. Higher quotations for cotton and cotton blend fabrics were responsible for an increase of 0.6 per cent in the piece goods index between August and September. Footwear prices rose, on average, 0.4 per cent. In the twelve-month period ending September 1973, the clothing index rose 5.4 per cent.

The transportation index advanced 0.6 per cent in September to 139.6 from 138.7 in August mainly because of an increase of 1.5 per cent in the automobile operation and maintenance component. It was 3.9 per cent above its level of a year ago. Widespread price increases were recorded for gasoline that rose, on average, 2.7 per cent in the latest month and 11.4 per cent since last May. Automobile repair charges, motor oil and battery quotations increased in most cities. Tire prices were generally lower and new car prices declined 0.3 per cent as the model year closed. The public transportation index was unchanged as a marginal increase in the local transportation index was offset by a decline in the train fares index.

The health and personal care index rose 0.2 per cent to 157.8 from 157.5 as a result of slightly increased price levels for pharmaceuticals and for personal care supplies. It was 5.2 per cent higher than a year ago.

The recreation, education and reading index advanced 0.2 per cent to 147.2 from 146.9 as increases were recorded in the recreation and reading components. Within recreation, higher quotations for television repairs and phonograph records outweighed price reductions for television sets and stereo combinations. The recreation, education and reading index was 5.0 per cent higher than in September 1972.

The tobacco and alcohol index advanced 0.1 per cent to 136.6 from 136.5 because of a small increase in the alcoholic beverages component. It was 2.8 per cent above its level of a year ago.

Consumer price movements, reclassified by goods and services, give another view of the incidence of price change. Between August and September, the total goods index advanced 0.7 per cent with the main impetus coming from non-durable goods that rose 1.0 per cent in response to higher food, gasoline and fuel oil prices. The index for semi-durable goods rose 0.6 per cent because of higher clothing quotations; the durable goods components was unchanged. The services index rose 0.5 per cent as increases were registered for, among other items, shelter, transportation and recreation services. In the twelve months to September 1973, the total goods index advanced 10.7 per cent and that for services 6.8 per cent.

CITY CONSUMER, AUGUST

Consumer price indexes rose in all regional cities and city-combinations between July and August, with increases ranging from 1.0 per cent in Saskatoon-Regina to 1.9 per cent in St. John's, Nfld. Food indexes advanced in all cities reflecting higher prices for meat, fish and poultry, eggs, bakery and cereal products, processed fruit and vegetables, and food eaten away from home. Within the food component, fresh product items declined in price in many of the cities surveyed.

Housing components rose in all cities mainly because of increased home-ownership costs, and higher prices for fuel oil, furniture, cleaning supplies and household effects insurance. Clothing prices increased in ten cities and city-combinations mainly because of higher prices for footwear, women's sportswear, men's hosiery and children's school and sportswear; men's outwear was lower in price in most cities. Transportation rose in all cities reflecting higher prices for gasoline and increased automobile insurance rates; taxi fares were also higher in some cities. Health and personal care components increased in eleven cities and city-combinations in response to higher charges for men's haircuts and women's hairdressing, and increased prices for non-prescribed medicines and personal care supplies. Recreation, education and reading indexes rose in ten cities and city-combinations reflecting increased cinema admission charges. Tobacco and alcohol components registered mixed movements.

WHOLESALE, AUGUST

The general wholesale (1935-39=100) price index rose 6.9 per cent in August to 400.5 from 374.7 in July and was 28.9 per cent higher than the August 1972 level of 310.8. The eight major group indexes advanced.

The vegetable products group index rose 16.4 per cent in August to 407.6 from 350.2 in July on higher prices for grains, 48 per cent, milled cereal foods, 29 per cent, and

livestock and poultry feeds, 7 per cent. An advance of 13.5 per cent to 518.2 from 456.6 in the animal products group index reflected price increases for fresh meats, 23 per cent, cured meats, 29 per cent, livestock, 17 per cent, hides and skins, 13 per cent, fishery products, 13 per cent, and eggs, 13 per cent. Higher prices for zinc, solder and copper were mainly responsible for a rise of 2.2 per cent to 332.7 from 325.5 in the non-ferrous metals products group index. An advance of 1.6 per cent to 336.0 from 330.7 in the textile products group index reflected price increases for cotton yarns and raw cotton. The non-metallic minerals group index rose 1.5 per cent to 255.2 from 251.5 on higher prices for components such as petroleum products. An increase of 1.4 per cent to 505.9 from 499.1 occurred in the wood products group index on price increases for wood pulp and newsprint.

The general wholesale index, which advanced 28.9 per cent from August 1972, contains relatively few final product price indexes for commodities such as consumer durable goods, whose prices have changed little during the year. The industry selling price index for manufacturing, which advanced 15.1 per cent during the same period, does include such products.

U.S. CONSUMER, AUGUST

The consumer price index (1967=100) rose 1.9 per cent to 135.1 in August, the largest advance since September 1947. This increase did not include the effects of normal seasonal price changes; it was 7.5 per cent above that of August 1972. Food prices, 19.9 per cent higher from that date, accounted for about 80 per cent of the overall rise in consumer prices for the month.

Food prices rose 6.1 per cent to 149.4, the largest increase since 13.8 per cent in July 1946, and were 19.9 per cent above their level of a year ago. The price of meat, poultry and fish rose 16.4 per cent in August and 40.7 per cent since August 1972. Egg prices also recorded a large increase. Prices of products other than food rose 0.5 per cent, the main contributors to this group being increases for apparel, houses, home maintenance and fuel oil. The services index rose 0.7 per cent, the largest monthly increase in three years. More than half the increase was the result of higher costs for mortgages, and an advance in rents and medical services.

GENERAL TOPICS

EMPLOYMENT REVIEW SEPTEMBER

Seasonally adjusted, the level of employment in September was estimated at 8,740,000, a decline of 61,000 from August; unemployment at 561,000 was 47,000 above the August level. The adjusted unemployment rate was 6 per cent, an increase from 5.5 per cent in August. Estimated employment declined to 8,800,000 from 9,240,000 in August, and unemployment declined to 421,000 from 433,000 in August. In September 1972, employment was 8,380,000 and unemployment 459,000.

Regionally, the adjusted unemployment rate rose in the Atlantic, Quebec, Ontario and British Columbia regions, and declined in the Prairie region. The rate in the Atlantic provinces was 8.7 per cent in September slightly above the August level of 8.2 per cent. In Quebec, the September rate advanced to 7.9 per cent from 7.3 per cent, in Ontario to 4.7 per cent from 4.1 per cent, and in British Columbia to 6.3 per cent from 5.6 per cent. In the Prairies, the rate declined to 4 per cent from 4.6 per cent. **The seasonally adjusted participation rate**, the percentage of the population counted in the work force, **decreased to 57.3 in September from 57.6 in August.** The decrease was mostly among women 25 years of age and over.

DECEMBER CREDITS

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CONCILIATION

During September the Minister of Labour appointed conciliation officers to deal with the following disputes:

Atomic Energy of Canada Limited (Chalk River Nuclear Laboratories), Chalk River and Deep River, Ont., and Office and Professional Employees International Union, Local 404 (representing a unit of administrative, clerical and medical employees) (Conciliation Officer: K. Hulse).

Great Lakes Pilotage Authority Ltd., Cornwall, Ont., and the Corporation of Professional Great Lakes Pilots (representing a unit of Canadian licensed ships' pilots) (Conciliation Officer: M. K. Carson).

Atomic Energy of Canada Ltd. (Whiteshell Nuclear Research Establishment), Pinawa, Man., and United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local 254 (Conciliation Officer: A. E. Koppel).

CKCH Radio Limited (CKCH-AM-CKCH-FM), Hull, Qué., and National Association of Broadcast Employees and Technicians (Conciliation Officer: M. Archambault).

British Yukon Navigation Company Ltd., Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officer: G. W. Rogers).

Island Airlines Limited, Campbell River, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: A. A. Franklin).

Meyers Transport Limited, Campbellford, Ont., and General Truck Drivers Union, Local 938 (Conciliation Officer: T. B. McRae).

Settlements by conciliation officers. Consolidated Aviation Fueling of Toronto Limited, Toronto International Airport and International Association of Machinists and Aerospace Workers (representing a unit of fueling and fueling maintenance employees) (Conciliation Officer: K. Hulse) (LG, Nov., p. 770).

British Overseas Airways Corporation, Montréal, Qué., and International Association of Machinists and Aerospace Workers (representing a unit of employees in the marketing, passenger, operations and air cargo departments) (Conciliation Officer: J. J. de Gaspé Loranger) (LG, Nov., p. 770).

Airline Services (Canada) Limited, Air Terminal Transport Limited, Mississauga, Ont., and Canadian Brotherhood of Railway, Transport and General Workers (representing a unit of truck transport drivers, helpers, maintenance employees and skycaps) (Conciliation Officer: H. A. Fisher) (LG, Oct., p. 696).

St. Lawrence Stevedoring Company Limited, Montréal, Qué.; Montréal Stevedoring Corporation, Montréal, Qué., and the Oil, Chemical and Atomic Workers International Union, Local 9-102 (Conciliation Officer: M. Archambault) (LG, Jan. 1972, p. 42).

Disputes in which no further conciliatory action taken under Canada Labour Code (Part V—Industrial Relations). Capital Coach Lines Limited, Ottawa, Ont., and Canadian Brotherhood of Railway, Transport and General Workers (representing a unit of employees classified as drivers) (Conciliation Officer: M. K. Carson) (LG, Oct., p. 696).

Midland Superior Express Limited, Calgary, Alta., and General Truck Drivers Union, Local 938 (representing a unit of employees classified as P&D owner-operator working in and out of the company's Toronto terminal) (Conciliation Officer: H. A. Fisher) (LG, Oct., p. 696).

Grimshaw Trucking and Distributing Ltd., Edmonton, Alta., and General Teamsters, Local 362 (Conciliation Officer: R. F. Langford) (LG, Oct., p. 696).

Don's Transports Cartage (Windsor) Ltd., Windsor, Ont., and Teamsters, Chauffeurs, Warehousemen and Helpers' Union, Local 880 (Conciliation Officer: H. A. Fisher) (LG, Sept., p. 620).

Disputes settled following Minister of Labour's decision to take no further conciliatory action under Canada Labour Code (Part V—Industrial Relations). Don's Transports Cartage (Windsor) Ltd., Windsor, Ont., and Teamsters, Chauffeurs, Warehousemen and Helpers' Union, Local 880 (Conciliation Officer: H. A. Fisher) (see above).

Alcan Aluminium du Canada Ltée, Port Alfred, Qué., and le Syndicat des Employés de l'Aluminium du Canada Ltée (Division du Transport) (Conciliation Officer: S. T. Payne) (LG, Oct., p. 697).

Conciliation commissioner appointments: Canadian National Hotels Limited (Fort Garry Hotel), Winnipeg, Man., and Canadian Brotherhood of Railway, Transport and General Workers (LG, Nov., p. 770).

Rio Algom Mines Limited (Nordic Section and Quirke Section), Elliot Lake, Ont., and United Steelworkers of America (representing a unit of office and technical workers) (LG, Nov., p. 770).

National Harbours Board and National Harbours Board Police Brotherhood, Port of Montreal (LG, June, p. 405).

Settlements by conciliation commissioner. Canadian National Hotels Limited (Macdonald Hotel), Edmonton, Alta., and International Union of Operating Engineers, Local 955 (Conciliation Commissioner: T. H. Miller) (LG, Nov., p. 771).

Cominco Limited (Pine Point Operations), Pine Point, N.W.T., and United Steelworkers of America (Conciliation Commissioner: John C. Sherlock) (LG, Nov., p. 771).

Conciliation boards established. Air Canada, Montréal, Qué., and Canadian Air Line Flight Attendants Association (LG, Oct., p. 696).

Alberta Wheat Pool, Vancouver, B.C., and Grain Workers Union, Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (representing a unit of office employees) (LG, Oct., p. 696).

Strike action following board procedure. Atomic Energy of Canada Limited and Atomic Energy Allied Council (comprising ten various unions representing employees at the Chalk River Nuclear Laboratories and also the International Association of Machinists and Aerospace Workers, Lodge 608, representing specified hourly rate employees of the Whiteshell Nuclear Research Establishment at Pinawa, Man.) (Pinawa group commenced strike action on September 8, 1973 followed by the Chalk River group on September 10, 1973) (LG, Nov., p. 771).

Disputes referred to arbitration pursuant to the provisions of Maintenance of Railway Operations Act, 1973. Major Railways involving Canadian National Railways and CP Rail Limited and other short line companies and Associated Non-Operating Unions (LG, Oct., p. 698).

Railway Association of Canada and Division No. 4, Railway Employees' Department, AFL/CIO (LG, Nov., p. 771).

Canadian National Railways and CP Rail (System) and United Transportation Union (T) (LG, Nov., p. 771).

Following the completion of conciliation board proceedings affecting some 55,000 non-operating railway employees involved in Dispute No. 1, selective strike action began July 26. Subsequently, on August 23 the selective walk-outs resulted in a national strike. Parliament was recalled on August 30 following which the Maintenance of Railway Operations Act, 1973, was passed that provided for, among other things, an immediate resumption of railway services as well as the resumption of negotiations between the parties with resort to binding arbitration in the final analysis. On or

about September 2, the date on which the legislation took effect, a majority of the striking employees began returning to work. Some railway employees in certain locations continued their strike activities after September 2. However, all railway employees resumed their duties on September 10 following the intensive efforts of the Minister and his senior departmental officials. As provided for in the Maintenance of Railway Operations Act, 1973, the Minister appointed the Honourable Emmett M. Hall of Saskatoon as arbitrator to deal with the three disputes mentioned above.

The reports of both Conciliation Boards affecting Disputes No. 2 and 3, involving some 20,000 shopcraft employees and 14,000 trainmen, respectively, were received by the Minister during August, and the employees concerned were affected by the national strike action taken by the 55,000 employees represented by the Associated Non-Operating Railway Unions.

Appointment of mediators under Section 195. CP Air, Vancouver International Airport, B.C., and International Association of Machinists and Aerospace Workers, Lodge 764 (representing maintenance employees) (Mediator: D. H. Cameron) (LG, Oct., p. 697).

Atomic Energy of Canada Limited and Atomic Energy Allied Council (comprising ten various unions representing employees at Chalk River Nuclear Laboratories and also the International Association of Machinists and Aerospace Workers, Lodge 608 representing specified hourly rate employees of the Whiteshell Nuclear Research Establishment at Pinawa, Man.) (Mediator: T. B. McRae) (see above).

Settlement by mediator under Section 195. CP Air, Vancouver International Airport, B.C., and International Association of Machinists and Aerospace Workers, Lodge 764 (representing maintenance employees) (Mediator: D. H. Cameron) (see above).

LEGAL DECISIONS

Case reported by William B. Sims,
Legislative Research Branch.

Severance Pay Available Through Closure of Plant

(Ainscough et al. v. McGavin Toastmaster Ltd., British Columbia Supreme Court, March 9, 1973, CLLC 14,165)

The company announced in February 1971, that as of March 1, 1971, it would supply certain interior points of British Columbia with buns from its Calgary plant, and that its plant at 601 West 10th Avenue, Vancouver, would be closed.

The union made several attempts to meet with management to discuss the future of the employees that would be affected by the announcement but was unsuccessful, and was later informed that the decision to close the plant was irrevocable, and that no guarantees could be given as to future developments.

As a result of the company's refusal to meet with the union's representative, the union informed the company that employees would be withholding their services until management agreed to sit down and discuss the situation. The plant came to a standstill for three days while the employees did not show up for work. On the fourth day the union was informed by letter that by a resolution of its Board of Directors, the plant would be closed permanently in March, 1971.

The issue was whether the employees were entitled to severance pay. The union claimed that because of the closure of the plant the employees were entitled to severance pay, and pay in lieu of notice. The company contended

that it was the employees who had closed the plant through their concerted action in withholding their services.

In handing down his decision, Kirke Smith, J., of British Columbia Supreme Court said that, while the employees were in breach of their obligation to work for the company by withholding their services, to say that their withholding of services resulted in "closure" of the plant, entitling the company to decide not to "re-open" was to indulge in sheer semantics to the destruction of common sense and logic.

Whether legal or illegal, authority was not lacking for the common sense proposition that the existence of a strike does not, per se, terminate the employer-employee relationship. It requires some action, some acceptance by the employer of the refusal to work, to terminate the individual contracts of employment.

In view of the fact that the company did not give notice of discharge to the employees as provided by Article VIII s. 1(a) of the contract, their employment continued to be in force, and they were therefore entitled to severance pay.

RAILWAY ARBITRATION

Case 417. Dispute between the Canadian National Railway Company and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over violation of a local arrangement relating to the sharing of overtime.

The union alleged that on two separate occasions certain drivers were used to check and pre-load traffic, work that would normally be done by warehousemen. The company admitted that on one of those dates the drivers were used for pre-loading, but argued that it was in order. It denied, however, that the drivers performed checking duties on that date and it denied that any of the work was performed by this class of drivers on the second date in question.

The arbitrator believed there was enough evidence to support the union's claim for the first date, but dismissed the grievance for the second date. His award was that the grievors be paid two hours' pay at overtime rates.

Case 418. Dispute between Canadian Pacific Limited (CP Rail) and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over dismissal of a freight shed checker.

The brotherhood alleged that a freight shed checker was improperly disciplined when he was dismissed from service for refusing to perform regular duties. It alleged also that the agreement was violated when he was held out of service once an investigation was made pending a decision on the discipline to be imposed.

The checker was dismissed for refusing to unload a trailer of cartons, insisting on the assistance of a helper. The union claimed that the discipline was unwarranted and that the employee should have been returned to service upon completion of the investigation pending a decision of his case. It requested that the employee be returned to service and reimbursed for lost wages.

Insisting that it had not violated the agreement, the company stated that there was enough evidence at the investigation to warrant the man's dismissal. The grievor admitted that he was capable of performing the work by himself, but he contended that it was "normal" for a helper to assist in the work. Often a helper is assigned for unloading. The foreman went to see whether a helper was available but in the meantime the grievor had made no attempt to start working.

In reviewing the case, the arbitrator conceded that although helpers were frequently assigned to assist in unloading, the company was not under any obligation to provide them. He believed that the grievor was at fault in refusing to do his job, and that he should be disciplined. But the discipline, he said, was too harsh. In the arbitrator's view, a suspension for a period of three months would have been fair because of the grievor's "persistent and wilful refusal to work." The period when he was kept from work while the case was under investigation should, however, form part of the period of suspension. Taking all things into consideration, the arbitrator ruled that the grievor be reinstated without loss of seniority or other benefits, and reimbursed for his loss of regular earnings after the end of the three months.

Case 419. Dispute between Canadian Pacific Railway (CP Rail) and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over the dismissal of an employee alleged to have been intoxicated on duty.

The employee, although intoxicated while on duty, had not been drinking on the job. He had consumed five pints of beer during

the lunch break, and these along with the tranquillizers he had been taking, caused a noticeable degree of inebriation. The union claimed that the employee was dismissed unfairly, and that he should be returned to service or reimbursed for his lost wages. The company believed that under the circumstances, the dismissal was completely justified.

Intoxication while on duty is, according to the arbitrator, proper cause for discipline, but the question is: How severe should the discipline be? In this case, the arbitrator believed, the discipline was too severe, and he ruled that the grievor be reinstated without loss of seniority or other benefits. He ruled also that the grievor receive compensation for loss of regular earnings for the period starting two months after the investigation had been completed.

Case 420. Dispute between the Canadian Pacific Transport Company Limited and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over a five-day suspension for careless handling of company equipment.

The grievor attempted to follow a truck out of a warehouse door that was equipped with an electric eye. When the truck passed safely through the exit, the door came down on the back part of the grievor's tractor-trailer causing extensive damage. In the company's opinion, the grievor was guilty of carelessness, and the five-day suspension was fully justified for the damage done to company equipment. The union believed the discipline to be unduly harsh and demanded reimbursement for time lost.

In this particular case, the arbitrator sided with the company, stating that in his opinion, the accident was caused primarily through the grievor's carelessness. Common sense and ordinary experience should have alerted the grievor to the fact that electronically-operated doors go down as well as up. The arbitrator took note of the fact that within the preceding eight months the grievor had been "reprimanded", "severely reprimanded" and then "suspended" for three days, all for offences relating to the improper handling of equipment. The current discipline, therefore, was warranted, and the grievance was dismissed.

DECISIONS OF THE UMPIRE

CUB 3244

"The evidence in the present case establishes that the claimant had an illness that rendered her incapable of performing duties or work, and I think the fact that it was because of her pregnancy does not disqualify her from receipt of benefit during the period in question," the Umpire ruled in dismissing an appeal by the Unemployment Insurance Commission of the ruling of a board of referees.

The claimant was employed as a teller with a bank in Ottawa from May 25, 1970 to May 1, 1972, when she left her employment because of illness during pregnancy. Her expected date of confinement was December 10, 1972. The insurance officer disqualified her from receipt of benefit because she had failed to prove her capability and availability for work.

The issue is whether the claimant was entitled to receive benefit because of a prescribed illness, under Section 25(b) of the Act, in the period prior to that during which she would become entitled to maternity benefits under Section 30(1)(2) of the Act.

The claimant's doctor gave several certificates, and then a letter dated September 19, stating: [The claimant] went through a difficult and hazardous pregnancy. She commenced by threatening to abort and lose blood in the early stages of her pregnancy. The only method of treatment was through sedation and complete bed rest, which had to be maintained up to the present time. I wish to inform the bureau that she commenced with a post-partum hemorrhage a little more than one week ago; again, she was admitted and was given sedatives and was instructed to complete bed rest. She then went into premature labour, delivering a . . . baby, now being cared for in an incubator at the hospital

The Acting Chief Medical Adviser of the Commission gave a summary of medical evidence: "... this is unquestionably a complication of pregnancy and she was disentitled until the commencement of the maternity period of October 1, under Sections 30 and 46 of the Act."

The board of referees allowed an appeal by the claimant. The board found that complications brought on by pregnancy should be considered to be an illness.

The Commission appealed to an umpire, submitting that the claimant's pregnant condition does not constitute a "prescribed illness" envisaged by Section 25(b); that complications ordinarily due to pregnancy should be considered in the same way as pregnancy; that even if there are complications not directly due to pregnancy, the sick benefit provisions of the Act do not apply if pregnancy is the primary cause of the incapacity; and that CUBs 1093 and 1095 should be followed.

In his decision, the Umpire explained: "In CUB 1093, dated October 29, 1954, the Umpire was dealing with Section 29(3) of the Act as it then was, which included the words 'incapable of work by reason of illness, injury or quarantine,' and the Umpire stated: 'It is obvious that pregnancy cannot in any way be assimilated to injury or quarantine, nor can it be properly defined as being per se a condition of unsound health. It is a natural condition for a woman and, notwithstanding the fact that for a certain period of time a pregnant woman ordinarily becomes incapacitated for work, her incapacity cannot be recognized as being due to illness within the meaning of the above quoted subsection.'

"In CUB 1094, the same Umpire referred to his CUB 1093 decision and held that as the claimant's incapacity for work was due to pregnancy it could not be by reason of illness.

"Section 25 of the Act, 1971, reads as follows: A claimant is not entitled to be paid benefit for any working day in an initial benefit period for which he fails to prove that he was either (a) capable of and available for work and unable to obtain suitable employment on that day, or (b) incapable of work by reason of any prescribed illness, injury or quarantine on that day.

"Section 160(6)(7) of the regulations is as follows: (6) Illness, injury or quarantine for the purposes of paragraph 25(b) of the Act is any illness, injury or quarantine that renders a claimant incapable of performing duties or work; (7) A pregnancy that is terminated within the first nineteen weeks of that pregnancy is an illness for the purposes of paragraph 25(b) of the Act and is not a confinement for the purposes of Sections 30 and 46 of the Act.

"Subsection (6) does not expressly exclude illness due to pregnancy.

"Section 30(1)(2) of the Act is as follows: (1) Notwithstanding Section 25 or 46 but subject to this section, benefits are payable to a major attachment claimant who proves her pregnancy if she has had ten or more weeks of insurable employment in the twenty weeks that immediately precede the thirtieth week before her expected date of confinement; and for the purposes of this section, any weeks in respect of which the major attachment claimant has received benefits under this Act that immediately precede the thirtieth

week before her expected date of confinement shall be deemed to be weeks of insurable employment; (2) Benefits under this section are payable for each week of unemployment in (a) the fifteen-week period that begins eight weeks before the week in which her confinement is expected, or (b) the period that begins eight weeks before the week in which her confinement is expected and ends six weeks after the week in which her confinement occurs, whichever is the shorter, if such a week falls in her initial benefit period established pursuant to Section 20, exclusive of any re-established period under Section 32.

"I think that the word 'illness' in Section 25(b) should be given its ordinary popular meaning in the sense used in the Oxford Dictionary as: 'unhealthy condition of body: sickness.' Pregnancy is a natural condition that normally is not an unhealthy condition or regarded as an illness. But I think, nevertheless, that a pregnant woman may, because of her pregnancy, be in an unhealthy condition and ill, within the meaning of 'illness' in Section 25(b).

"Section 160(7) of the regulations recognizes that a pregnancy terminated (e.g., by an abortion) within the first nineteen weeks of that pregnancy is an illness for the purposes of Section 25(b) of the Act and that it is not a confinement for the purposes of Sections 30 and 46 of the Act. I do not think that Section 160(7) is exhaustive to the extent that only in the situation there mentioned is pregnancy to be considered an illness for the purposes of the Act.

"It appears to me that the purpose of Section 30 of the Act is to provide for payment of benefit to major attachment pregnant claimants

for the specified period commencing eight weeks before the week in which confinement is expected, without proof of capability and availability for work and inability to obtain employment. Section 46 of the Act prohibits, subject to Section 30, payment of benefit in that period to pregnant claimants. I think that Sections 30 and 46 are directed specifically to entitlement to benefit in the specified period commencing eight weeks before confinement is expected, and that pregnancy of itself does not preclude entitlement to benefit in any other period for which the pregnant claimant proves that she has met either the qualifications set forth in (a) or those in (b) of Section 25 of the Act. From this conclusion it follows that a pregnant major attachment claimant may qualify for benefit in that other period by proving that she has an illness that renders her incapable of performing duties or work, even though the illness is associated with or due to her pregnancy. The burden of proving such illness is on her. There may be practical difficulties in distinguishing between feigned illness and real illnesses, but perhaps those difficulties are no greater in the case of pregnant claimants than in the case of other claimants making claims based on illness.

"... the claimant had an illness that rendered her incapable of performing duties or work, and I think that the fact that it was because of her pregnancy does not disqualify her from receipt of benefit during the period in question.

"The appeal of the Commission is dismissed."

Decision of the Umpire, 1943-1970 have been published and are obtainable from Information Canada. Price \$1.00 a set (12 volumes).

PUBLICATIONS IN THE LIBRARY

LIST NO. 296

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. Please indicate the publication numeral and the month listed, when requesting loans.

ALIEN LABOUR

No. 1. Rosenblum, Gerald. Immigrant workers; their impact on American labor radicalism. New York, Basic Books [1973] 189 p.

ARBITRATION, INDUSTRIAL

No. 2. Clark, R. Theodore. Compulsory arbitration in public employment. Chicago, Public Personnel Association [1972] 76 p.

BIOGRAPHIES—LABOUR LEADERS

No. 3. Cannon, Olga. The road from Wigan Pier; a biography of Les Cannon, by Olga Cannon & J. R. L. Anderson. London, Victoria Gollancz Ltd., 1973. 332 p.

No. 4. Tyler, Robert L. Walter Reuther. [Grand Rapids, Mich.] W. B. Eerdmans [1973] 80 p.

BLACKS—EMPLOYMENT

No. 5. Bramwell, Jonathan Burton. Courage in crisis; the black professional today. Indianapolis, Bobbs-Merrill [1972] 93 p.

No. 6. Harrison, Bennett. Education, training, and the urban ghetto. Baltimore, Johns Hopkins University Press [1972] 267 p.

COLLECTIVE BARGAINING

No. 7. Brown, William. Piecework bargaining. London, Heinemann Educational Books [1973] 176 p.

CORPORATIONS—MERGERS

No. 8. Burstein, Milton B. What you should know about acquisitions and mergers. Dobbs Ferry, N.Y., Oceana Publications, 1973. 124 p.

CORPORATIONS, INTERNATIONAL

No. 9. Stephenson, Hugh. The coming clash: the impact of multinational corporations on national states. [1st American ed.] New York, Saturday Review Press [1973] 185 p.

DISCIPLINE

No. 10. Saso, Carmen D. Disciplinary policies and practices [by] Carmen D. Saso [and] Earl P. Tanis. Chicago, International Personnel Management Association [1973] 49 p.

DISCRIMINATION IN EMPLOYMENT

No. 11. Pascal, Anthony Henry, ed. Racial discrimination in economic life. Lexington, Mass., Lexington Books [1972] 228 p.

ECONOMIC POLICY

No. 12. Bureau international du travail. La participation des organisations d'employeurs et de travailleurs à la planification économique et sociale. Genève, 1973. 267 p.

ECONOMICS

No. 13. Collard, David A. Prices, markets and welfare. New York, Crane, Russak [1972] 210 p.

EMPLOYEES—TRANSFERS GREAT BRITAIN

No. 14. Mann, Michael. Workers on the move; the sociology of relocation. Cambridge [Eng.] University Press, 1973. 265 p.

EMPLOYEES' REPRESENTATION IN MANAGEMENT

No. 15. Appleyard, J. R. Workers' participation in Western Europe [prepared by J. R. Appleyard with the cooperation of J. A. G. Coates] London, Institute of Personnel Management, Information Department, 1971. 103 p.

No. 16. Graham, Alistair John Wilmot. Which way to workers' control? Towards a socialist policy for industry. [London, Independent Labour Party, 1971] 15 p.

No. 17. Jenkins, David. Job power; blue and white collar democracy. [1st ed.] Garden City, N.Y., Doubleday, 1973. 375 p.

FRINGE BENEFITS

No. 18. U.S. Bureau of Labor Statistics. Supplementary compensation in the PATC survey industries. [Washington, GPO, 1973] 26p. PATC stands for professional, administrative, technical and clerical.

GRIEVANCE PROCEDURES

No. 19. Zeidler, Frank P. Grievance arbitration in the public sector. Chicago, Public Personnel Association [1972] 31 p.

INDUSTRIAL HEALTH

No. 20. Firenze, Robert J. Guide to occupational safety & health management, with readings on industrial hazard control. Dubuque, Iowa, Kendall/Hunt Pub. Co. [1973] 204 p.

INDUSTRIAL PSYCHOLOGY

No. 21. Coffin, Royce A. The negotiator; a manual for winners. Illustrations by Ric Estrada. [New York] AMACOM [1973] 160 p.

No. 22. Levinson, Harry. The great jackass fallacy. Boston, Division of Research, Graduate School of Business Administration, Harvard University, 1973. 178 p.

INDUSTRIAL RELATIONS

No. 23. Bloom, Gordon Falk. Economics of labor relations [by] Gordon F. Bloom [and] Herbert R. Northrup. 7th ed. Homewood, Ill., R. D. Irwin; Georgetown, Ont., Irwin-Dorsey Ltd., 1973. 771 p.

No. 24. Canada investigates industrialism; the Royal Commission on the Relations of Labor and Capital, 1889 (abridged). Edited, with an introduction, by Greg Kealey. [Toronto] University of Toronto Press [1973] 463 p.

No. 25. Industrial Relations Research Association. Proceedings of the Twenty-fifth Anniversary Meeting, December 28-29, 1972, Toronto. Edited by Gerald G. Somers [Madison, 1973] 498 p.

INDUSTRY—SOCIAL ASPECTS

No. 26. Chamberlain, Neil W. The place of business in America's future; a study in social values. New York, Basic Books [1973] 338 p.

LABOR LAWS AND LEGISLATION

No. 27. Rideout, Roger W. Principles of labour law. London, Sweet and Maxwell, 1972. 422 p.

LABOUR ORGANIZATION

No. 28. Abendroth, Wolfgang. A short history of the European working class. [Translated by Nicholas Jacobs and Brian Trench. Postscript translated by Joris de Bres. London] NLB [1972] 204 p.

No. 29. Heffer, Eric Samuel. The class struggle in Parliament; a socialist view of industrial relations. With a foreword by Michael Foot. London, Victor Gollancz, 1973. 350 p.

No. 30. Lynd, Staughton, comp. American labor radicalism; testimonies and interpretations. New York, Wiley [1973] 217 p.

No. 31. Swedish Trade Union Confederation. Industrial democracy; programme adopted by the 1971 Congress of Swedish Trade Union Confederation. [Stockholm, 1972] 114 p.

LABOURING CLASSES—HISTORY

No. 32. Boston, Ray. British Chartists in America, 1839-1900. [Manchester, Eng.] Manchester University Press; [Totowa] N.J., Rowan & Littlefield [1971] 110 p.

MANAGEMENT

No. 33. Linowes, David F. Strategies for survival; using business know-how to make our social system work. [New York] AMACOM, a division of American Management Associations [1972] 231 p.

PENSIONS

No. 34. McGill, Dan Mays. Preservation of pension benefit rights. Homewood, Ill., Published for the Pension Research Council, Wharton School of Finance and Commerce, University of Pennsylvania, by R. D. Irwin [1972] 382 p.

POVERTY

No. 35. Roach, Jack L., comp. Poverty; selected readings. Edited by Jack L. Roach and Janet K. Roach. [Harmondsworth, Eng.] Penguin Books [c1972] 350 p.

PRODUCTIVITY OF LABOUR

No. 36. Hooper, Ken. Improving employee productivity—a case study [by] Ken Hooper and others. Chicago, International Personnel Management Association [1973] 39 p.

No. 37. Norman, R. G. Productivity measurement and incentives [by] R. G. Norman [and] S. Bahiri. London, Butterworths [1972] 181 p.

PROFESSIONS

No. 38. Gross, Ronald, ed. The new professionals, edited by Ronald Gross and Paul Osterman. New York, Simon and Schuster [1972] 316 p.

PUBLIC WELFARE

No. 39. Handler, Joel F. Reforming the poor; welfare policy, federalism, and morality. New York, Basic Books [1972] 168 p.

REDUNDANCY

No. 40. Mukherjee, Santosh. Through no fault of their own; systems for handling redundancy in Britain, France and Germany. London, Macdonald [1973] 284 p.

SOCIAL CONDITIONS

No. 41. Curtis, James Ensign, comp. Social stratification: Canada, edited by James E. Curtis and William G. Scott. Scarborough, Ont., Prentice-Hall of Canada [1973] 275 p.

No. 42. Wenk, Michael, ed. Pieces of a dream; the ethnic worker's crisis with America. Edited by Michael Wenk, S. M. Tomasi [and] Geno Baroni. New York, Center for Migration Studies [c1972] 212 p.

SOCIAL SECURITY

No. 43. Brown, James Douglas. An American philosophy of social security; evolution and issues. Princeton, N.J., Princeton University Press [c1972] 244 p.

U.S.—POLITICS AND GOVERNMENT

No. 44. Galbraith, John Kenneth. The American left and some British comparisons. [London, Fabian Society, 1971] 37 p.

WINNIPEG STRIKE, 1919

No. 45. Penner, Norman, ed. Winnipeg 1919: the strikers' own history of the Winnipeg General Strike; edited and with an introduction by Norman Penner. Toronto, James Lewis & Samuel, 1973. 294 p.

WOMEN—EMPLOYMENT

No. 46. Galenson, Marjorie. Women and work; an international comparison. [Ithaca] N.Y. State School of Industrial and Labor Relations, Cornell University, 1973. 120 p.

No. 47. Lloyd, Leonora. Women workers in Britain. [London, Socialist Woman, 1972] 46 p.

WORK

No. 48. Argyle, Michael. The social psychology of work. [London] Allen Lane, the Penguin Press [1972] 291 p.

WORK SATISFACTION

No. 49. The emergency attitudes and motivations of workers: report of a management experts' meeting, Paris, 24th-26th May, 1971. Paris, OECD, Manpower and Social Affairs Directorate, 1972. 57 p.

WORKS COUNCILS

No. 50. Asplund, Christer. Some aspects of workers' participation; a survey prepared for the ICFTU. Brussels, International Confederation of Free Trade Unions, 1972. 72 p.

LABOUR STATISTICS

Principal Items	Date	Amount	Percentage Change from	
			Previous Month	Previous Year
(in thousands)				
TOTAL CIVILIAN LABOUR FORCE*				
Week ended September 22, 1973		9,219	- 4.6	+ 4.3
Employed	September	8,798	- 4.7	+ 5.0
Agriculture	"	499	- 10.4	
Non-agriculture	"	8,299	- 4.4	+ 5.8
Paid workers	"	7,781	- 4.8	+ 6.3
At work 35 hours or more	"	7,976	+ 6.2	+ 4.3
At work less than 35 hours	"	1,306	+ 15.2	+ 7.8
Employed but not at work	"	416	- 71.0	+ 8.3
Unemployed	"	421	- 2.8	- 8.3
Atlantic	"	46	- 4.2	- 6.1
Québec	"	154	- 6.1	- 3.1
Ontario	"	128	- 4.1	- 8.6
Prairie	"	42	- 17.6	- 16.0
British Columbia	"	51	+ 8.5	- 16.4
Without work and seeking work	"	408	- 1.4	- 8.3
On temporary layoff up to 30 days	"	13	- 35.0	- 13.3
INDUSTRIAL EMPLOYMENT (1961 = 100)†	June	139.3	+ 2.4	+ 5.3
Manufacturing employment (1961 = 100)†	"	132.5	+ 2.2	+ 5.9
IMMIGRATION	1st 6 mos. 1973	70,833	-	-
Destined to the labour force	"	37,138	-	-
STRIKES AND LOCKOUTS				
Strikes and lockouts	August	141	+ 12.8	+ 60.2
No. of workers involved	"	101,024	+ 79.0	+ 174.2
Duration in man days	"	1,248,160	+ 128.4	+ 101.5
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†	June	160.95	+ 1.4	+ 8.0
Average hourly earnings (mfg.)†	"	38.5	+ 0.8	+ 9.7
Average weekly hours paid†	"	39.9	+ 0.3	- 0.8
Consumer price index (1961 = 100)	"	149.7	+ 0.9	+ 8.1
Index numbers of weekly wages in 1961 dollars (1961 = 100)†	"	136.7	+ 0.3	+ 1.0
Total labour income (Millions of dollars)†	August	5,287.6	- 0.1	+ 10.5
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	August	208.1	- 2.8	+ 6.9
Manufacturing	"	203.4	- 3.4	+ 4.6
Durables	"	237.7	- 2.9	+ 4.6
Non-durables	"	176.2	- 3.9	- 0.3
NEW RESIDENTIAL CONSTRUCTION**				
Starts	August	19,622	-	+ 2.8
Completions	"	17,607	-	- 6.5
Under construction	"	172,722	-	+ 8.8

*Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
†Advance data.
‡Preliminary.
**Centres of 10,000 population or more.

STRIKES AND LOCKOUTS

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to 10 or more man-days. The number of workers involved includes all workers reported on strike or lockout, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

STRIKES AND LOCKOUTS, 1968-1973

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	Per Cent of Estimated Working Time
1968	559	582	223,562	5,082,732	0.32
1969	566	595	306,799	7,751,880	0.46
1970	503	542	261,706	6,539,560	0.39
1971	547	569	239,631	2,866,590	0.16
†1972	556	598	706,474	7,753,530	0.42
†1972—August	40	88	36,839	619,840	0.37
September	46	93	33,015	456,950	0.32
October	44	85	29,393	389,870	0.26
November	51	101	33,612	308,240	0.20
December	27	78	11,017	131,180	0.10
†1973—January	38	87	12,427	164,600	0.11
February	39	87	16,011	154,930	0.11
March	46	98	19,444	223,290	0.14
*April	46	107	23,185	243,680	0.16
*May	68	138	40,500	535,020	0.32
*June	52	138	47,363	623,960	0.38
*July	43	125	56,424	546,550	0.32
*August	52	141	101,024	1,248,160	0.68

* Preliminary. † Revised.

STRIKES AND LOCKOUTS, AUGUST, 1973, BY INDUSTRY (PRELIMINARY)

Industry	Number Beginning During Month	In Effect During Month		
		Strikes and Lockouts	Workers Involved	Man-Days
Forestry	1	1	100	100
Mines	—	4	930	20,320
Manufacturing	31	81	31,328	400,470
Construction	5	13	3,395	47,390
Transportation and utilities ..	8	13	61,130	711,810
Trade	2	11	740	12,130
Finance	—	—	—	—
Service	5	15	1,931	25,070
Public administration	—	3	1,470	30,870
ALL INDUSTRIES	52	141	101,024	1,248,160

STRIKES AND LOCKOUTS, AUGUST, 1973, BY JURISDICTION (PRELIMINARY)

Jurisdiction	Number Beginning During Month	In Effect During Month		
		Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	6	9	2,043	27,890
Prince Edward Island	—	—	—	—
Nova Scotia	1	3	548	10,730
New Brunswick	1	2	981	17,940
Quebec	11	39	18,329	202,530
Ontario	14	43	12,304	213,790
Manitoba	1	5	333	3,030
Saskatchewan	1	1	10	50
Alberta	5	8	1,590	14,340
British Columbia	9	23	6,969	62,850
Federal	4	8	57,917	695,010
ALL JURISDICTIONS	52	141	101,024	1,248,160

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST 1973 (PRELIMINARY)

Industry	Employer	Workers Involved	Duration in Man-Days August	Accu- mulated	Starting Date Termination Date	Major Issues Result
Forestry						
	Domtar Woodlands, Lebel-sur-Quévillon Qué.	Canadian Federation of Pulp and Paper and Forest Workers (CNTU)	100	100	100 Aug. 31 —	Wages—
Mines						
METAL						
	American Smelting & Refining Co., Buchans, Nfld.	Steelworkers Loc. 5457 and I.B.E.W. Loc. 674 (AFL-CIO/CLC)	570	13,110	67,830 Mar. 15 —	Wages—
	Bradina Mines, Houston, B.C.	Steelworkers Loc. 271 (AFL-CIO/CLC)	125	2,880	6,760 June 18 —	Not reported—
NON-METAL						
	Domtar Chemical Ltd. Sifto Salt Division, Goderich, Ont.	Chemical Workers Loc. 682 (AFL-CIO/CLC)	179	3,040	11,280 May 28 Aug. 27	Wages, hours, fringe benefits— Hourly increase of \$1.45/hr. over 3 years & other fringe benefits.
Manufacturing						
FOOD AND BEVERAGES						
	Dare Food (Biscuit Division) Ltd., Kitchener, Ont.	Brewery Workers Loc. 173 (AFL-CIO/CLC)	380	8,360	120,230 May 26/72 —	Wages, hours—
	B.C. Distillery Co. Ltd., Thomas Adams Distillers, New Westminster and Vancouver, B.C.	Distillery Workers Loc. 69 (AFL-CIO/CLC)	190	4,370	24,410 Mar. 1 —	Wages, pension plan, vacation—
	J. J. Joubert, Montréal, Qué.	Steelworkers Loc. 14850 (AFL-CIO/CLC)	225	5,180	16,440 May 17 —	Not reported—
	Slack's Brothers Ltd. Waterloo, Qué.	Commerce Employees (CNTU)	270	6,210	18,360 May 28 —	Wages, working conditions—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST 1973 (PRELIMINARY) (CONT.)

Industry			Duration in Man-Days		Starting Date	Major Issues Result
Employer		Workers Involved	August	Accu- mulated	Termination Date	
Location	Union					
St. John's Bakery Employers' Association, St. John's, Nfld.	Bakery Workers Loc. 381 (AFL-CIO/CLC)	160	2,080	4,480	July 14 Aug. 16	Wages, vacation pay, sick leave, work week—95¢ an hr. increase spread over a 3-yr. contract; im- proved fringe benefits, 5-day work week beginning in September.
Weston Bakeries, Kitchener, Ont.	Retail Whole- sale Union Loc. 461 (AFL-CIO/CLC)	141	990	1,270	July 29 Aug. 12	Refused agreement; wages and shorter hours—Wage increase, shorter hours & other.
Canada Starch Co. Ltd., Cardinal, Ont.	Retail Whole- sale Employees Loc. 483 (AFL-CIO/CLC)	400	8,400	8,400	Aug. 2 —	Wages, fringe benefits—
General Mills Canada Ltd., Rexdale, Ont.	Canadian Operating Engineers Loc. 101 (CCU)	199	1,390	1,390	Aug. 15 Aug. 23	Wages & demand for tech- nological changes & severance pay provisions—Return of work- ers, settlement not reported.
RUBBER						
Firestone Tire & Rubber, Joliette, Qué.	Rubber Workers Loc. 790 (AFL-CIO/CLC)	300	6,900	34,200	Mar. 22 —	Delayed negotiations in a new contract—
Les Caoutchoucs Acton Ltée., Acton Vale, Qué.	CLC directly chartered Loc. 480	396	5,540	5,540	Aug. 13 —	Failed to reach agreement—Em- ployees locked out after slowdown.
TEXTILES						
Consolidated Textiles Limited, St. Hyacinthe and Joliette, Qué.	Syndicat du textile de soie, inc., (CSD)	230	5,290	24,150	Apr. 4 —	Wages, 5-day work week—
Bigelow Canada Ltd., Ste-Agathe-des-Monts, Qué.	Textile Workers Union Loc. 1838 (AFL-CIO/CLC)	118	1,770	1,770	Aug. 12 —	Wages—
WOOD						
MacMillan Bloedel Ltd., Red Band, B.C.	Woodworkers Loc. 1-217 (AFL-CIO/CLC)	190	4,370	57,950	June 19/72 —	Not reported—
Canadian Forest Products, Hunting-Merritt, B.C.	Woodworkers Loc. 1-427 (AFL-CIO/CLC)	200	4,600	49,000	Sep. 13/72 —	Protest against the suspension of fellow workers for alleged slowdown—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST 1973 (PRELIMINARY) (CONT.)

Industry	Employer	Union	Duration in Man-Days		Starting Date	Major Issues
			Workers Involved	August	Accu- mulated	
Location					Termination Date	Result
Custom Sawmills, United Sawmill, Lecours Lumber, Hearst, Calstock, Ont.	Carpenters Loc. 2995 (AFL-CIO/CLC)	435	9,570	14,790	July 16 —	Wages & benefits—
Harmac Pulp and Paper Ltd., Nanaimo, B.C.	Pulp & Paper Workers of Canada Loc. 8 (CCU)	1,050	4,200	4,200	Aug. 28 —	Dispute over firing of eight em- ployees—
FURNITURE & FIXTURES						
Hespeler Furniture Co. Ltd., Hespeler-Cambridge, Ont.	Woodworkers Loc. 2-345 (AFL-CIO/CLC)	123	860	3,870	June 26 Aug. 13	Wages, fringe benefits—Wage increases.
Artistic Woodwork Co. Ltd., North York, Ont.	Canadian Tex- tile and Chemical Union Loc. 570 (CCU)	120	1,080	1,080	Aug. 21 —	Union security—
PAPER						
Associated Paper Mills, St-Laurent, Qué.	Pulp and Paper Workers' Federation (CNTU)	115	2,650	7,950	May 28 —	Not reported—
Ontario-Minnesota Pulp & Paper Co. Ltd. (of Boise Cascade Co.), Fort Frances, Ont.	Machinists Lodge 771 (AFL-CIO/CLC)	803	17,780	35,560	July 3 —	Wages, hours, fringe benefits—
Ontario-Minnesota Pulp and Paper Co. Ltd., Kenora, Ont.	Int. Operating Engineers Loc. 490 Machinists Loc. 559 I.B.E.W. Loc. 940 (AFL-CIO/CLC)	720	15,840	28,080	July 9 —	Wages, hours, fringe benefits—
B.C. Cellulose Co. Ltd., Prince Rupert, B.C.	Pulp & Paper Workers of Canada Loc. 4 (CCU)	866	2,600	15,590	July 11 Aug. 6	Protesting slowness in negotia- tions—17% general wage in- crease over two yrs.; other improvements.
Canada International Paper Company, La Tuque, Gatineau and Trois-Rivières Qué.	United Paperworkers Various locals (AFL-CIO/CLC)	3,190	70,640	83,000	July 25 —	Wages, cost-of-living clause, job security, pension plans—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST 1973 (PRELIMINARY) (CONT.)

Industry			Duration in Man-Days		Starting Date	
Employer		Workers Involved	August	Accu- mulated	Termination Date	Major Issues
Location	Union					Result
B.C. Cellulose Company, Interior Pulp Operations, Castlegar, B.C.	Pulp and Paper Workers Loc. 1 (CCU)	320	7,360	7,360	Aug. 1 —	Wages, other matters—
Canadian International Paper Co., Hawkesbury, Ont.	United Paper Workers International Union Loc. 28 (AFL-CIO/CLC)	380	7,600	7,600	Aug. 3 —	Wages, fringe benefits, length of contract—
New Brunswick Inter- national Paper Company, Dalhousie, N.B.	Four Unions	925	16,650	16,650	Aug. 8 —	Wages, pension plan, cost-of- living escalator, job classifica- tion plan, job security—
Price Brothers Co., Alma, Jonquière & Kénogami, Qué.	Pulp and Paper Workers' Federation (CNTU)	1,987	30,470	30,470	Aug. 10 —	Wages, hours, fringe benefits—
E.B. Eddy, Ottawa, Ont.	Pulp and Paper Mill Workers and United Paperworkers Various locals (AFL-CIO/CLC)	550	1,650	1,650	Aug. 29 —	Wages, fringe benefits, length of contract, employment security—
E.B. Eddy, Hull, Qué.	Pulp and Paper Mill Workers and United Paperworkers Various locals (AFL-CIO/CLC)	1,150	3,450	3,450	Aug. 29 —	Wages, fringe benefits, length of contract, employment security—
PRIMARY METALS						
Maritime Steel & Foundries Ltd., New Glasgow, N.S.	Steelworkers Loc. 3172 (AFL-CIO/CLC)	125	1,000	7,890	Mar. 14 Aug. 13	Renewal of overall working agreement—Wage increase.
Aluminum Co. of Canada, Subsidiary of Alcan Aluminum of Montreal, Arvida & Alma, Qué.	Metallurgist Miners and Chemical Workers Federation (CNTU)	7,000	21,000	21,000	Aug. 10 Aug. 20	Wages, other matters—\$1.25 per hr. increase spread over 3 months: company agreed to change dismissal to suspension for 54 workers.
Chemin de Fer, Roberval Saguenay, Arvida, Qué.	Metallurgists' Miners and Chemical Workers Federation (CNTU)	230	2,990	2,990	Aug. 15 —	Wages, other matters—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST 1973 (PRELIMINARY) (CONT.)

Industry	Employer	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues
				August	Accu- mulated	Termination Date	
Location							Result
Aluminium du Canada Ltée., Shawinigan, Qué.		Metallurgists' Miners and Chemical Workers Federation (CNTU)	841	1,570	1,570	Aug. 16 Aug. 20	Wages—Wage increase.
METAL FABRICATING							
Locweld & Forge Products Ltd., Montréal, Qué.		Steelworkers Loc. 2366 (AFL-CIO/CLC)	160	3,680	52,480	July 25/72 —	Not reported—
Canadian Bronze Co. Ltd., Winnipeg, Man.		Molders Loc. 174 (AFL-CIO/CLC)	130	650	5,790	June 5 Aug. 10	Wages, hours—\$1.01 per hr. over 3 years; employer paying 100% of new insurance plan.
Lennox Industries (Canada) Ltd., Etobicoke, Ont.		Steelworkers Loc. 7235 (AFL-CIO/CLC)	142	3,120	7,800	June 14 —	Wages, contract language—
Weiser Lock Co., Burnaby, B.C.		Steelworkers Loc. 7623 (AFL-CIO/CLC)	450	10,350	11,250	July 30 —	Wages—
MACHINERY							
George White & Sons Co. Ltd., London, Ont.		Machinists Loc. 2029 (AFL-CIO/CLC)	115	2,530	4,140	July 12 —	Wages, cost-of-living plan and fringe benefits—
Clark Equipment of Canada, St. Thomas, Ont.		Machinists Loc. 2183 (AFL-CIO/CLC)	350	7,700	8,750	July 27 —	Wages, cost-of-living benefits—
Mathews Conveyer Co. Ltd., Port Hope, Ont.		Machinists Loc. 1805 (AFL-CIO/CLC)	170	90	90	Aug. 16 Aug. 16	Not known—Return of workers— conciliation.
Mathews Conveyer Co. Ltd., Port Hope, Ont.		Machinists Loc. 1805 (AFL-CIO/CLC)	230	230	230	Aug. 31 —	Cost-of-living bonuses—
TRANSPORTATION EQUIPMENT							
National Steel Car Corporation Ltd., Hamilton, Ont.		Steelworkers Loc. 7135 (AFL-CIO/CLC)	900	19,800	52,200	June 11 —	Disagreement over incentive clause in contract—
ELECTRICAL PRODUCTS							
Ferranti-Packard Ltd., Weston, Ont.		U.E. Loc. 525 (CLC)	168	3,700	15,130	Apr. 25 —	Wages, hours, job security, other matters—
RCA of Canada Ltd., Midland, Ont.		I.U.E. Loc. 532 (AFL-CIO/CLC)	1,008	19,150	23,180	July 26 Aug. 28	Wages—\$2.81/hr. & \$3.21 in nine months—18¢/hr. in fringe benefits.

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST 1973 (PRELIMINARY) (CONT.)

Industry			Duration in Man-Days	Starting Date		
Employer		Workers Involved	August	Accu- mulated	Termination Date	Major Issues Result
Location	Union					
Great Lakes Carbon, Berthierville, Qué.	Metallurgists' Miners and Chemical Workers Federation (CNTU)	190	1,900	1,900	Aug. 19 —	Working conditions—
NON-METALLIC MINERAL PRODUCTS						
Asbestonos Corp., St. Lambert, Qué.	Auto Workers Loc. 1469 (CLC)	176	4,050	17,780	Ap. 10 —	Not reported—
Vibrapipe Concrete Products Ltd., Blainville, Qué.	Steelworkers Loc. 50 (AFL-CIO/CLC)	150	3,450	8,100	June 17 —	Wages, job classification—
PETROLEUM & COAL PRODUCTS						
Texaco Canada Ltd., Port Credit, Ont., Don Mills, Ont.	Oil Workers Locs. 9593 & 9599 (AFL-CIO/CLC)	280	840	840	Aug. 29 —	Overtime payments, grievance procedures—
CHEMICAL PRODUCTS						
Canadian General Electric Co., Point Tupper, N.S.	Oil Workers Loc. 9-832 (AFL-CIO/CLC)	123	2,830	6,210	June 21 —	Wages—
Cominco Ltd., Calgary, Alta.	Chemical Workers Loc. 465 I.B.E.W. Loc. 254 (AFL-CIO/CLC)	143	3,170	4,450	July 19 —	Wages, welfare benefits, vaca- tions—
Canadian Industries Ltd., Calgary, Alta.	Chemical Workers Loc. 844 (AFL-CIO/CLC)	168	500	500	Aug. 15 Aug. 20	Wages, union security and over- time provisions—Average wage increase of 84¢ an hr.
Dow Chemical of Canada Ltd., Sarnia, Ont.	Oil Workers Loc. 9-672 (AFL-CIO/CLC)	250	130	130	Aug. 28 Aug. 29	Protesting against discipline of a worker—Return of workers.
MISCELLANEOUS MANUFACTURING						
Armstrong Cork Canada Ltd., Montréal, Qué.	Metallurgists' Miners and Chemical Workers Federation (CNTU)	400	4,000	4,000	Aug. 20 —	Length of contract, cost of liv- ing—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST 1973 (PRELIMINARY) (CONT.)

Industry	Employer	Union	Workers Involved	Duration in Man-Days August	Accu- mulated	Starting Date Termination Date	Major Issues Result
Construction							
Nova Scotia Construction Association, Halifax, N.S.	I.B.E.W. Loc. 625 (AFL-CIO/CLC)	300	6,900	12,000	July 9 —	Wages, working conditions, hours, fringe benefits—	
Eight Construction Companies, Peterborough, Lindsay, Ont.	Carpenters Loc. 1450 (AFL-CIO/CLC)	124	1,860	1,860	July 11 Aug. 1	Wages and other, recognition of District Council—80¢ an hr. increase eff. July 31/73 plus 8% vacation pay, 43¢ May 1/74 plus 9% vacation pay, 10¢ Jan. 1/75 plus 10% vacation pay.	
Federation of Painting and Decorating Contractors of Ont., Counties of Peel, York, Simcoe and Muskoka.	Painters Loc. DC 46 (AFL-CIO/CLC)	1,200	26,400	40,800	July 16 —	Wages and hours—	
Mechanical Contractors Association, Zone 7, Kitchener-Waterloo, Guelph and Douglas Point, Ont.	Plumbers Loc. 527 (AFL-CIO/CLC)	560	5,600	5,600	Aug. 19 —	Rejected a memorandum of agreement following negotiations—	
Mechanical Contractors Association of Alberta, Southern Alberta-Red Deer to U.S. Border.	Plumbers Loc. 496 (AFL-CIO/CLC)	913	6,390	6,390	Aug. 23 —	Wages, fringe benefits—	
Alberta Insulators Contractors Assoc., Calgary area-Red Deer to U.S. Border	Asbestos Workers Loc. 126 (AFL-CIO/CLC)	115	120	120	Aug. 31 —	Wages, hours, working conditions—	
Transportation and utilities							
TRANSPORTATION							
*Air Canada representing employees of the company, Finance Branch Winnipeg, Man.	Canadian Air Line Employees' Association (CLC)	400	2,800	22,000	May 23 Aug. 13	Breakdown in negotiations for a new contract—Wage increase, job classification, job security and other.	
*CP Air-Vancouver International Airport, Vancouver, B.C.	Machinists Loc. 764 (AFL-CIO/CLC)	1,152	25,510	29,370	July 25 —	Wages, holidays, pension plans and reduced work week—	

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST 1973 (PRELIMINARY) (CONT.)

Industry			Duration in Man-Days		Starting Date	Major Issues Result
Employer		Workers Involved	August	Accu- mulated	Termination Date	
Location	Union					
*CNR and CP Rail (Initially Rotating) Canada-wide	Association of Non-operating Railway Unions	56,000	665,900	722,920	July 26 —	Wages, fringe benefits, job se- curity—
British Columbia Government (B.C. Ferry), Various locations, B.C. Mainland and Vancouver Island, B.C.	B.C. Government Employees Union (CLC)	2,000	8,000	8,000	Aug. 17 Aug. 21	Wages, wage adjustments, pay- ment for work on statutory holi- days—Wage increase ranging from 12% to 18%; other im- proved benefits.
*Pacific Western, Edmonton, Alta.	Teamsters (Loc. 362 (Ind.))	130	130	130	Aug. 27 Aug. 27	Wages—Wage increase (conci- liation)-50¢/hr. over 2 years.
COMMUNICATION						
*Post Office Dept., Ottawa, Ont.	Canadian Union of Postal Workers and Letter Carriers Union of Canada Loc. 2 (CLC)	110	160	160	Aug. 1 Aug. 5	Alleged unsafe conditions of mail trucks and the re-instate- ment of a former supervisor who was sent away to a retrain- ing course in Jan. 1973 following the drivers' refusal to work un- der him—Return of workers when Federal Court issued an injunction.
Okanagan Telephone Company, Okanagan Valley, B.C.	Federation of Telephone Workers of British Columbia (CLC)	550	1,650	1,650	Aug. 7 Aug. 9	Protesting supervisory person- nel working in classified posi- tions—Return of workers pend- ing mediator reports.
Okanagan Telephone Company, Okanagan Valley, B.C.	Federation of Telephone Workers of British Columbia (CLC)	550	4,630	4,630	Aug. 21 —	Wages, pension plan—
Trade						
Nine independent drug stores, Vancouver, Coquitlam and Westminster, B.C.	Retail Clerks Loc. 1518 (AFL-CIO/CLC)	110	2,530	14,740	Feb. 23 —	Negotiating the first contract—
Provigo Inc., Sept-Îles, Qué.	Commerce Employees (CNTU)	220	5,060	14,460	May 22 —	Not reported—
Four retail stores, Grand Falls and Windsor, Nfld.	Food Workers Loc. 1252 (AFL-CIO/CLC)	236	590	590	Aug. 29 —	Wages—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST 1973 (PRELIMINARY) (CONT.)

Industry	Employer	Location	Union	Workers Involved	Duration in Man-Days August	Accu- mulated	Starting Date Termination Date	Major Issues Result
Service								
EDUCATION								
	Hamilton City Board of Education, Hamilton, Ont.		Public Employees Loc. 1344 (CLC)	300	6,600	6,900	July 31 —	Not reported—
	Memorial University, St. John's, Nfld.		Newfoundland Assn. of Public Employees	100	2,000	2,000	Aug. 6 —	Wages—
HEALTH AND WELFARE								
	Western Memorial Hospital, Corner Brook, Nfld.		Public Employees Loc. 488 (CLC)	375	6,430	6,430	Aug. 8 —	Wages—
	Central Newfoundland Hospital, Grand Falls, Nfld.		Public Employees Loc. 990 (CLC)	180	390	390	Aug. 10 Aug. 13	In sympathy with hospital workers in Corner Brook—Return of workers as a result of order from the Provincial Government.
	St. Clare's Mercy Hospital, St. John's, Nfld.		Newfoundland Assn. of Public Employees	225	3,050	3,050	Aug. 14	Wages—
	Central Newfoundland Hospital, Grand Falls, Nfld.		Public Employees (Loc. 990 (CLC)	188	190	190	Aug. 31 —	Wages—
PERSONAL SERVICES								
	Côte-des-Neiges Cemetery, Montréal, Qué.		Service Employees' Union Loc. 298 (AFL-CIO/CLC)	150	150	450	July 30 Aug. 1	Alleged dispute over working conditions, job classification—Return of workers when issues resolved.
MISCELLANEOUS SERVICES								
	Crane Rental Assn. of Ontario, Toronto, Ont.		International Operating Engineers Loc. 793 (AFL-CIO/CLC)	200	1,600	4,000	July 16 Aug. 13	Not reported—\$1.30 an hr. increase over 2 years; 8 hr. a day, 6-day work week.

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST 1973 (PRELIMINARY) (CONCL'D)

Industry				Duration in Man-Days	Starting Date	
Employer			Workers Involved	August	Accu- mulated	Termination Date
Location	Union					Major Issues Result
Public administration						
LOCAL ADMINISTRATION						
City of Hamilton, Hamilton, Ont.	Public Employees Loc. 5 (CLC)	800	17,600	30,400	July 10 —	Wages—
City of Hamilton, Hamilton, Ont.	Public Employees Loc. 167 (CLC)	600	13,200	14,400	July 30 —	Wages—

*Federal Jurisdiction.

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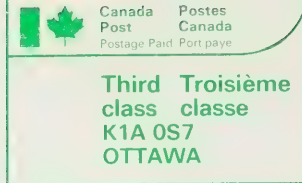
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- New Brunswick Broadcasting Company Limited: CHSJ-TV, CHSJ-Radio: CO appointed, 405; settlement, 770.
- Radio Trois-Rivières Inc.: CO appointed, 106; settlement, 696.
- Télé-Capitale Ltée: CFCM-TV and CKMI-TV: CO appointed, 492; settlement, 560.

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- Niagara Television Limited: rejected, 332.
- Theatrical Stage Employees: CFTO-TV Limited: representation vote, 332; rejected, 407.

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- Broadcast Employees: CKCH-AM-CKCH-FM: CO appointed, 829.

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Dispute:

- General Truck Drivers' Union: CO appointed, 334; settlement, 406.

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- Amalgamated Transit Union: CO appointed, 106; settlement, 249.

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- Steelworkers: CO appointed, 106; settlement, 335.

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- Air Canada: Finance Branch—Winnipeg: CO appointed, 249; CB appointed, 406; CB fully constituted, 493; CB report, 562 (Supplement No. 1, 1973); strike action, 562; settlement, 771.
- Transair Limited: CB report, 55 (Supplement No. 7, 1972); settlement, 55.
- Wardair Canada Ltd.: CB report, 177 (Supplement No. 8, 1972); strike action, 250.

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- Canadian Union of Operating Engineers: Small Arms Division, Long Branch: CO appointed, 249; CB not appointed, 335; settlement, 406.

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- Capital Coach Lines Limited: bus operators: 176.
- Charterways Transportation Limited: despatchers and order takers: granted, 175.
- Eastern Canada Towing Ltd.: request for review granted, 333.
- Karlsen Shipping Co. Ltd.: unlicensed employees on M/V "Martin Karlsen", "Brandal" and "Minna": representation vote, 57; granted, 108.
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- Airline Services (Canada) Limited: truck transport drivers, helpers, maintenance employees and skycaps: CO appointed, 695; settlement 829.
- Aqua Transportation Ltd.: Seamen Section: CO appointed, 334; CB appointed, 561; CB fully constituted, 622; CB report, 697; strike action, 771.
- British Yukon Navigation Company Limited: CO appointed, 559.
- Canadian National Hotels Limited: Chateau Laurier Hotel: CB report, 55 (Supplement No. 6, 1972); settlement, 55.
- Canadian National Hotels Limited: Fort Garry Hotel: CO appointed, 770; conciliation commissioner appointed, 830.
- Canadian National Steamship Company Limited: employees on S.S. "Prince George": CO appointed, 560; settlement, 699.
- Cape Breton Development Corporation: Coal Division: clerical employees, technical employees, shotfirers and examiners: CO appointed, 334; settlement, 493.
- Capital Coach Lines Limited: driver employees: CO appointed, 695; no further action, 830.
- Charterways Transportation Limited: dispatchers and order takers: CO appointed, 493; settlement, 621.
- Continental Explosives Ltd.: CO appointed, 334; settlement, 334.
- Island Airlines Limited: CO appointed, 829.
- Lakehead Track Installation Company: CO appointed, 405; settlement, 493.
- Towboat Industrial Relations Association: certain member towboat companies: CO appointed, 54; settlement, 406.

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- Messabec Limitée: licensed engineers on M/V "Québec": request for review denied, 175 (Reasons for judgment, Supplement No. 8, 1972)

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- Messabec Limitée: licensed engineers on M/V "Québec": settlement, 335.

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- British Yukon Navigation Company Ltd.: CO appointed, 829.
- Canadian National Steamship Company Ltd.: Western Branch: CO appointed, 492; no further action, 621; strike action, 621; strike terminated, 696.

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Canadian Merchant Service Guild: Western Branch: CO appointed, 492; no further action, 621; strike terminated, 696.

Railway, Transport and General Workers: employees on S.S. "Prince George": CO appointed, 560; settlement, 696.

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Canadian Merchant Service Guild: British Columbia Coast Steamship Service: CO appointed, 493.

Canadian Pacific Police Association: police constables and sergeants: CO appointed, 334; settlement, 621.

Canadian Pacific Police Association: security guards and security guards-firemen: CO appointed, 334; settlement, 621.

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Canadian Pacific Limited: police constables and sergeants: CO appointed, 334; settlement, 621.

Canadian Pacific Limited: security guards and security guards-firemen: CO appointed, 334; settlement, 621.

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Seafarers: employees on S.S. "Princess of Acadia": CO appointed, 334; settlement, 561.

United Transportation Union: CB fully constituted, 622; CB report, 771 (Supplement No. 2, 1973); referred to arbitration, 831.

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Atomic Energy of Canada Limited: Chalk River Nuclear Laboratories: CO appointed, 620.

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Certification applications:

Alltrans Express Ltd.: drivers, lead hands and mechanics: request for review, 58; granted, 109.

B.D.C. Ltd.: 251; withdrawn, 332.

Brazeau Transport Inc.: 333.

British Columbia—Yukon Railway Company: representation vote, 331.

British Columbia—Yukon Railway Company: food workers: 176; granted, 331.

British Yukon Railway Company: representation vote, 331.

British Yukon Railway Company: dining room employees: 110; withdrawn, 176.

British Yukon Railway Company: maintenance of way employees: 110.

British Yukon Railway Company: operating employees: request for review granted, 57.

Builders Supplyland: request for review granted, 57.

Champlain Sept Iles Express Inc.: 333.

Chapman Transport Limited: office employees: request for review, 58; granted, 109.

Chapman Transport Limited: operations employees: request for review, 58; granted, 109.

Coast Ferries Limited: longshoremen: 110.

Coast Ferries Limited: truck drivers: granted, 251.

Continental Express Lines Ltd.: Montreal terminal: request for review granted, 58.

Crown Moving and Storage: drivers and warehousemen: 333.

Don's Backhoe Service: drivers, Yukon Territory: granted, 56.

Ed's Construction (Yukon) Limited: granted, 56.

General Enterprises Limited: truck drivers: request for review granted, 57.

Humphrey Construction Ltd.: employees in Yukon Territory: request for review granted, 57.

Kenwood's Moving and Storage Limited: local and long-distance drivers and helpers: granted, 56.

Lou's Transport Company Limited: rejected, 57.

Midland Superior Express Limited: owner-operators: 251.

Millar & Brown Ltd.: operational employees: request for review, 58; granted, 109.

Murray Hill Limousine Service Ltd.: mechanics and drivers: 110; granted, 331.

North Queen Transport Limited: rejected, 251.

Les Reichelt Trucking Ltd.: drivers: granted, 56.

Roberval Express Limitée: drivers, mechanics and helpers: granted, 108.

Salaberry Cartage Ltd.: 333.

Art Smith Construction Limited: drivers, Yukon Territory: granted, 56.

Van-Kam Freightways Ltd.: drivers: request for review, 58; granted, 109.

Yukon Enterprises Limited: request for review granted, 57.

Disputes:

Chapman Transport Limited: office employees: CO appointed, 405; no further action, 621.

Don's Transport Cartage (Windsor) Ltd.: CO appointed, 620; no further action, 830; settlement, 830.

Gorski Bulk Transport: CO appointed, 695; settlement, 770.

McDonald Trucking (Harrow) Limited: CO appointed, 334; CB not appointed, 407.

McNeil Transport Limited: settlement, 55.

Midland Superior Express Limited: settlement, 55.

Motor Transport Industrial Relations Bureau of Ontario (Inc.): certain member car hauling companies under federal jurisdiction in Ontario: CO appointed, 620; settlement, 696.

Motor Transport Industrial Relations Bureau of Quebec (Inc.): certain member car hauling companies under federal jurisdiction in Quebec: CO appointed, 620; settlement, 696.

Peter's Cartage (Windsor) Limited.: CO appointed, 621; settlement, 770.

Seaboard Express Lines Limited: lapsed, 335.

Tank Truck Transport Limited: settlement, 55.

Intervener, certification applications:

Centeast Auto Terminal Ltd.: rejected, 332.

Roberval Express Limitée: Syndicat du Transport Routier: drivers, mechanics and helpers: granted, 108.

TEAMSTERS, GENERAL

Disputes:

- Grimshaw Trucking and Distributing Ltd.: CO appointed, 695; no further action, 830.
- McKays Transport Company Ltd.: CB report, 55: strike action, 107.
- Northern Industrial Carriers Ltd.: CO appointed, 106; CB appointed, 406.
- Pacific Western Trucking Division: CO appointed, 560; conciliation commissioner appointed, 696.

TELECABLE OF QUEBEC INC.

Dispute:

- Canadian Union of Public Employees: operating employees and salesmen: CB appointed, 55; CB fully constituted, 107; settlement, 335.

TELE-CAPITALE LTEE

Dispute:

- Broadcast Employees: CFCM-TV and CKMI-TV: CO appointed, 492; settlement, 560.

TELEPHONE WORKERS OF BRITISH COLUMBIA, FEDERATION OF

Dispute:

- British Columbia Telephone Company: Traffic, Plant and Clerical Divisions: CO appointed, 177; CB appointed, 249; CB fully constituted, 335; CB report, 562 (Supplement No. 1, 1973); settlement, 622.

TERMINUS MARITIME INC.

Disputes:

- Steelworkers: settlement, 55.
- Syndicat National des Débardeurs de Quais de Baie-Comeau: CO appointed, 106; settlement, 177.

THEATRICAL STAGE EMPLOYEES AND MOVING PICTURE MACHINE OPERATORS OF THE UNITED STATES AND CANADA, INTERNATIONAL ALLIANCE OF

Intervener, certification application:

- Broadcast Employees: SFTO-TV Limited: representation vote, 332; rejected, 407.

THIESSEN BUS LINES LTD. *See* GREY GOOSE BUS LINES LTD.

TORONTO NEWSPAPER GUILD

Dispute:

- Baton Broadcasting Limited: CFTO-TV: CO appointed, 405; no further action, 621.

TOWBOAT INDUSTRIAL RELATIONS ASSOCIATION

Disputes:

- Railway, Transport and General Workers: certain member towboat companies: CO appointed, 54; settlement, 406.
- Seafarers: certain member towboat companies: CO appointed, 54; settlement, 406.

TRANSAIR LIMITED

Disputes:

- Flight Attendants: CB report, 55 (Supplement No. 7, 1972); settlement, 55.
- Machinists: Winnipeg International Airport: maintenance department employees: CO appointed, 492; settlement, 621.
- Machinists: Winnipeg International Airport: traffic department employees: CO appointed, 492; settlement, 621.

TRANSPORT D'ANJOU INC.

Certification application:

- Railway, Transport and General Workers: rejected, 176.

TRANSPORT DRIVERS, WAREHOUSEMEN AND HELPERS' UNION

Certification application:

- Murray Hill Limousine Service Ltd.: mechanics and drivers 110; granted, 331.

Disputes:

- Colossal Carriers Limited: CO appointed, 492; settlement 560.
- D.C.B. Industries Limited: CO appointed, 559; no further action, 696.
- Murray Hill Limousine Service Limited: CO appointed 695; settlement, 770.
- H. G. Snyder Trucking Inc.: CO appointed, 492; settlement 560.

Intervener, certification application:

- Roberval Express Limitée: Syndicat du Transport Routier drivers, mechanics and helpers: granted, 108.

TRUCK DRIVERS AND HELPERS' UNION, GENERAL

Certification application:

- Coast Ferries Limited: longshoremen: 110.

Disputes:

- Chapman Transport Limited: office employees: CO appointed, 405; no further action, 621.
- Northern Industrial Carriers Ltd.: CO appointed, 106; CB appointed, 406; settlement, 561.
- Les Reichelt Trucking Limited: CO appointed, 492; settlement, 560.

TRUCK DRIVERS' UNION, GENERAL

Disputes:

- M. J. Campbell, Inc.: CO appointed, 334; settlement, 406.
- Meyers Transport Limited: CO appointed, 829.
- Midland Superior Express Limited: P&D owner-operator employees: Toronto terminal: CO appointed, 695; no further action, 830.

TRUCKING ASSOCIATION OF QUEBEC INC.

Dispute:

- Cartage and Miscellaneous Employees: settlement, 107.

TURBIS SHIPPING LTD.

Certification application:

- Longshoremen: Port of Montreal: 109; granted, 250.

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UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND PIPE FITTING INDUSTRY OF THE UNITED STATES AND CANADA *See* JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND PIPE FITTING INDUSTRY OF THE UNITED STATES AND CANADA, UNITED ASSOCIATION OF

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA *See* CARPENTERS AND JOINERS OF AMERICA, UNITED BROTHERHOOD OF

UNITED GRAIN GROWERS LIMITED

Disputes:

- Brewery Workers: settlement, 55.
- Railway, Airline and Steamship Clerks: CO appointed, 249; CB appointed, 335; CB fully constituted, 406; CB report, 562 (Supplement No. 1, 1973); settlement, 622.

UNITED STEELWORKERS OF AMERICA *See* STEELWORKERS OF AMERICA, UNITED

UNITED TRANSPORTATION UNION

Certification application:

- Norfolk and Western Railway Company: locomotive engineers: 333.

Disputes:

- Canadian National Railways: CB fully constituted, 622; CB report, 771 (Supplement No. 2, 1973); referred to arbitration, 831.
- CP Rail Limited: CB fully constituted, 622; CB report, 771 (Supplement No. 2, 1973); referred to arbitration, 831.
- CP Rail Limited: dining, café and buffet car employees: settlement, 622.

Intervener, certification application:

- Ontario Northland Railway: firemen, helpers and hostlers: representation vote, 57; rejected, 175.

UNITED WORKERS OF RADIO AND TELEVISION

UNITED WORKERS OF RADIO AND TELEVISION *See* RADIO AND TELEVISION, UNITED WORKERS OF

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VANCOUVER HARBOUR EMPLOYEES' ASSOCIATION

Dispute:

- National Harbours Board: Port of Vancouver: CO appointed, 177; settlement, 406.

VANCOUVER NEW WESTMINSTER NEWSPAPER GUILD

Certification application:

- Moffat Broadcasting Ltd.: 108 (Reasons for Judgement, Supplement No. 7, 1972).

VAN-KAM FREIGHTWAYS LTD.

Certification application:

- Teamsters: drivers: request for review, 58; granted, 109.

VELO ENTERPRISES LIMITED (HAL ENNS): REIMER EXPRESS LINES LIMITED

Certification application:

- Railway, Transport and General Workers: 110.

VICTORIA CABLEVISION LIMITED

Disputes:

- Electrical Workers: clerical employees: CO appointed, 770.
- Electrical Workers: technical employees: CO appointed, 54; settlement, 249.

VOIX DE L'EST LIMITEE

Dispute:

- Syndicat National des Employés de la Voix de l'Est: CO appointed, 54; settlement, 335.

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WARDAIR CANADA LTD.

Certification application:

- Air Crew Association Canada: flight crew personnel: 110; granted, 331.

Dispute:

- Flight Attendants: CB report, 177; strike action, 250.

WESTERN TERMINALS LIMITED

Dispute:

- Railway, Airline and Steamship Clerks: CO appointed, 492; settlement, 560.

WESTINGHOUSE CANADA LIMITED

Dispute:

- Allied and Technical Workers: Atomic Power Division: CO appointed, 249; settlement, 334.

WESTMOUNT MOVING AND WAREHOUSING LIMITED

Dispute:

- Cartage and Miscellaneous Employees Union: settlement, 335.

WHITEHORSE, CITY OF

Certification application:

- Whitehorse Fire Fighters' Association: 407.

Dispute:

- Operating Engineers: CO appointed, 177; settlement, 249.

WHITEHORSE COPPER MINES LTD.

Certification application:

- Steelworkers: request for review granted, 332.

Dispute:

- Steelworkers: CO appointed, 334.

WHITEHORSE FIRE FIGHTERS' ASSOCIATION

Certification application:

- City of Whitehorse: 407.

ROGER WILLIAMS ET AL.

Intervener, certification application:

- B.D.C. Ltd.: withdrawn, 332.

H. B. WILLIS INCORPORATED

Dispute:

- Labourers' Protective Union: settlement, 55.

WIRE SERVICE GUILD, CANADIAN *See* CANADIAN WIRE SERVICE GUILD

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YK SUPER A FOODS

Certification application:

- Steelworkers: 333.

YUKON ENTERPRISES LIMITED

Certification application:

- Teamsters: request for review granted, 57.

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